

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2020</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☒ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☒
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information				
1a Name of plan <u>SIEMENS PENSION PLAN FOR UNION EMPLOYEES</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>028</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/2001</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>028</u>	1c Effective date of plan <u>01/01/2001</u>	
1b Three-digit plan number (PN) ▶	<u>028</u>				
1c Effective date of plan <u>01/01/2001</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>SIEMENS CORPORATION</u> <u>170 WOOD AVENUE SOUTH</u> <u>ISELIN, NJ 08830</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>13-2623356</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>732-590-5366</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>551112</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>13-2623356</u>	2c Plan Sponsor's telephone number <u>732-590-5366</u>	2d Business code (see instructions) <u>551112</u>	
2b Employer Identification Number (EIN) <u>13-2623356</u>					
2c Plan Sponsor's telephone number <u>732-590-5366</u>					
2d Business code (see instructions) <u>551112</u>					

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	12/29/2021	EWOUT NAARDING
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	6667
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	1046
a(2) Total number of active participants at the end of the plan year		6a(2)	302
b Retired or separated participants receiving benefits.....		6b	1288
c Other retired or separated participants entitled to future benefits		6c	979
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	2569
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	210
f Total. Add lines 6d and 6e		6f	2779
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	7
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A 1C 3F 3H			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☐ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan SIEMENS PENSION PLAN FOR UNION EMPLOYEES	B Three-digit plan number (PN) ▶ 028
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF SIEMENS CORPORATION	D Employer Identification Number (EIN) 13-2623356
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2020			
2	Assets:			
a	Market value	2a	401621640	
b	Actuarial value	2b	401621640	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment.....	4153	227837513	227837513
b	For terminated vested participants.....	1543	48179928	48179928
c	For active participants	954	69729817	71101671
d	Total.....	6650	345747258	347119112
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐			
a	Funding target disregarding prescribed at-risk assumptions		4a	
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....		4b	
5	Effective interest rate	5	5.69 %	
6	Target normal cost.....	6	4482478	

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

<div>SIGN HERE</div>	<div>Signature of actuary</div> <div>JOSEPH GAMZON, F.S.A, E.A.</div> <div>Type or print name of actuary</div> <div>WILLIS TOWERS WATSON US LLC</div> <div>Firm name</div> <div>200 LIBERTY STREET NEW YORK, NY 10281</div> <div>Address of the firm</div>	<div>12/22/2021</div> <div>Date</div> <div>20-06924</div> <div>Most recent enrollment number</div> <div>212-915-8888</div> <div>Telephone number (including area code)</div>
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Part II Beginning of Year Carryover and Prefunding Balances		
	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	52463976
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	12468903
9 Amount remaining (line 7 minus line 8)	0	39995073
10 Interest on line 9 using prior year's actual return of <u>21.22</u> %	0	8486954
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.50</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	48482027

Part III Funding Percentages		
14 Funding target attainment percentage	14	101.73 %
15 Adjusted funding target attainment percentage	15	115.70 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	85.14 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
01/07/2020	0	2402	04/14/2020	0	2289
03/02/2020	0	47	04/14/2020	0	2311
03/13/2020	0	977	04/22/2020	0	2312
03/23/2020	0	2195	04/29/2020	0	2311
03/23/2020	0	2084	05/07/2020	0	2129
03/30/2020	0	2286	05/15/2020	0	2393
Totals ▶			18(b)	0	18(c) 55890

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0
20 Quarterly contributions and liquidity shortfalls:		
a Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No		
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No		
c If line 20a is "Yes," see instructions and complete the following table as applicable:		
Liquidity shortfall as of end of quarter of this plan year		
(1) 1st	(2) 2nd	(3) 3rd
0	0	0
(4) 4th		
0		

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)		
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		
9 Amount remaining (line 7 minus line 8)		
10 Interest on line 9 using prior year's actual return of _____%		
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of _____%		
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c Total available at beginning of current plan year to add to prefunding balance		
d Portion of (c) to be added to prefunding balance		
12 Other reductions in balances due to elections or deemed elections		
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)		

Part III Funding Percentages

14 Funding target attainment percentage	14	%
15 Adjusted funding target attainment percentage	15	%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
05/15/2020	0	2157	06/18/2020	0	56
05/27/2020	0	2236	06/30/2020	0	2401
06/10/2020	0	2154	07/07/2020	0	2345
06/18/2020	0	997	07/07/2020	0	2346
06/18/2020	0	2393	07/16/2020	0	2362
06/18/2020	0	1392	07/24/2020	0	2238
Totals ▶			18(b)		18(c)

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☐ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)		
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		
9	Amount remaining (line 7 minus line 8)		
10	Interest on line 9 using prior year's actual return of _____%		
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of _____%		
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c	Total available at beginning of current plan year to add to prefunding balance		
d	Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections		
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)		

Part III Funding Percentages		14	15	16	17
14	Funding target attainment percentage			%	
15	Adjusted funding target attainment percentage			%	
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement			%	
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage			%	

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
07/27/2020	0	2295			
08/11/2020	0	2291			
08/11/2020	0	2269			
08/27/2020	0	2222			
Totals ▶			18(b)		18(c)

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
a Contributions allocated toward unpaid minimum required contributions from prior years.	19a
b Contributions made to avoid restrictions adjusted to valuation date	19b
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c
20 Quarterly contributions and liquidity shortfalls:	
a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☐ No	
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No	
c If line 20a is "Yes," see instructions and complete the following table as applicable:	
Liquidity shortfall as of end of quarter of this plan year	
(1) 1st	(2) 2nd
(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
4.75 %2nd segment:
5.50 %3rd segment:
6.27 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

4

22 Weighted average retirement age**22**

62

23 Mortality table(s) (see instructions) ☐ Prescribed - combined☒ Prescribed - separate☐ Substitute**Part VI Miscellaneous Items****24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.**27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years **28** 0**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) **29** 0**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0**Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6) **31a** 4482478**b** Excess assets, if applicable, but not greater than line 31a **31b** 4482478**32** Amortization installments:**a** Net shortfall amortization installment Outstanding Balance 0 Installment 0**b** Waiver amortization installment 0 0**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) **34** 0

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35) **36** 0**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) **37** 0**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) **38a** 0**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances **38b** 0**39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0**40** Unpaid minimum required contributions for all years **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

<p style="text-align: center;">SCHEDULE D (Form 5500)</p> <p style="text-align: center; font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="text-align: center; font-size: small;">Department of Labor Employee Benefits Security Administration</p>	<p style="text-align: center;">DFE/Participating Plan Information</p> <p style="text-align: center; font-size: small;">This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p style="text-align: center; font-weight: bold;">▶ File as an attachment to Form 5500.</p>	<p style="text-align: center; font-size: small;">OMB No. 1210-0110</p> <hr/> <p style="text-align: center; font-size: large;">2020</p> <hr/> <p style="text-align: center; font-size: small;">This Form is Open to Public Inspection.</p>
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan <u>SIEMENS PENSION PLAN FOR UNION EMPLOYEES</u>	B Three-digit plan number (PN) ▶ <u>028</u>	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>SIEMENS CORPORATION</u>	D Employer Identification Number (EIN) <u>13-2623356</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MASTER TRUST FOR SIEMENS PENSION PL</u>		
b Name of sponsor of entity listed in (a): <u>SIEMENS CORPORATION</u>		
c EIN-PN <u>13-3406827-001</u>	d Entity code <u>M</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>154211068</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>		
A Name of plan <u>SIEMENS PENSION PLAN FOR UNION EMPLOYEES</u>	B Three-digit plan number (PN) <u>028</u>	
C Plan sponsor's name as shown on line 2a of Form 5500 <u>SIEMENS CORPORATION</u>	D Employer Identification Number (EIN) <u>13-2623356</u>	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....		1a	
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions		1b(1)	
(2) Participant contributions.....		1b(2)	
(3) Other		1b(3)	
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)		1c(1)	
(2) U.S. Government securities		1c(2)	
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred		1c(3)(A)	
(B) All other.....		1c(3)(B)	
(4) Corporate stocks (other than employer securities):			
(A) Preferred		1c(4)(A)	
(B) Common		1c(4)(B)	
(5) Partnership/joint venture interests		1c(5)	
(6) Real estate (other than employer real property)		1c(6)	
(7) Loans (other than to participants).....		1c(7)	
(8) Participant loans		1c(8)	
(9) Value of interest in common/collective trusts		1c(9)	
(10) Value of interest in pooled separate accounts		1c(10)	
(11) Value of interest in master trust investment accounts		1c(11)	401308187154211068
(12) Value of interest in 103-12 investment entities		1c(12)	
(13) Value of interest in registered investment companies (e.g., mutual funds)		1c(13)	
(14) Value of funds held in insurance company general account (unallocated contracts).....		1c(14)	
(15) Other.....		1c(15)	

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	401308187 154211068
Liabilities			
g	Benefit claims payable	1g	14934 269914
h	Operating payables	1h	43107 54083
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	58041 323997
Net Assets			
l	Net assets (subtract line 1k from line 1f).....	1l	401250146 153887071

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	
	(B) Participants	2a(1)(B)	71428
	(C) Others (including rollovers).....	2a(1)(C)	
(2)	Noncash contributions	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	71428
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	
	(F) Other	2b(1)(F)	
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	0
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	0
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	0
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		50152618
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		50224046

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	19731924	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		19731924
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other.....	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		0
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		19731924

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		30492122
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		277855197

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☐ Unmodified (2) ☐ Qualified (3) ☒ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: ERNST & YOUNG LLP

(2) EIN: 34-6565596

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		25000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)			
4i		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
SIEMENS ENERGY INC. PENSION PLAN	13-3987280	022	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 4297515 _____.			

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection.</div>
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan SIEMENS PENSION PLAN FOR UNION EMPLOYEES	B Three-digit plan number (PN) ▶ 028
C Plan sponsor's name as shown on line 2a of Form 5500 SIEMENS CORPORATION	D Employer Identification Number (EIN) 13-2623356

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 25-1904503		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	96

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☒ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☒ N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☒ Increase	☐ Decrease	☐ Both	☐ No
--	--	-----------------------------------	-------------------------------	-----------------------------

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2020
v. 200204

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)..... b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)..... c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14a 14b 14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
----------------	---

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) through (c)	
a Enter the percentage of plan assets held as: Stock: <u>21.0</u> % Investment-Grade Debt: <u>74.3</u> % High-Yield Debt: <u>0.8</u> % Real Estate: <u>0.0</u> % Other: <u>3.9</u> %	
b Provide the average duration of the combined investment-grade and high-yield debt: ☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☒ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more	
c What duration measure was used to calculate line 19(b)? ☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.	
a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No	
b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:	
☐ Yes.	
☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.	
☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.	
☐ No. Other. Provide explanation _____	

FINANCIAL STATEMENTS

Siemens Pension Plans:
Siemens Pension Plan
Siemens Pension Plan for Union Employees
Years Ended December 31, 2020 and 2019
With Report of Independent Auditors

Ernst & Young LLP



Siemens Pension Plans

Financial Statements

Years Ended December 31, 2020 and 2019

Contents

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Report of Independent Auditors

The Plan Administrator
Siemens Pension Plan and the Siemens Pension Plan for
Union Employees and the Members of the Siemens Corporation
Benefits Administrative and Investment Committees

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the Siemens Pension Plan and Siemens Pension Plan for Union Employees, which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in conformity with U.S. generally accepted accounting principles; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States. Because of the matter described in the Basis for Disclaimers of Opinion paragraph, however, we are not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the certified investment information described in Note 9, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the entity that certified the investment information meets the requirements of 29 CFR 2520.103-8. The plan administrator has obtained certifications as of December 31, 2020 and 2019, and for the years then ended, that the information provided to the plan administrator is complete and accurate.

Disclaimer of Opinion on Financial Statements

Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

Report on Compliance of Form and Content With Department of Labor's Rules and Regulations

The form and content of the information included in the financial statements, other than that derived from the certified investment information, have been audited by us in accordance with auditing standards generally accepted in the United States and, in our opinion are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Ernst + Young LLP

August 25, 2021

Siemens Pension Plans

Individual Statements of Net Assets Available for Benefits

December 31, 2020

	<u>Pension Plan</u>	<u>Union Plan</u>
Assets		
Investments:		
Interest in the net assets of the Master Trust for Siemens Pension Plans	\$ 1,885,264,649	\$ 154,211,068
Interest in the net assets of the Master Trust for Siemens Pension Plans – net assets held in 401(h) account	11,084,356	–
Total assets	1,896,349,005	154,211,068
Liabilities		
Accrued plan expenses	136,180	54,083
Amounts related to obligation of 401(h) account	11,084,356	–
Total liabilities	11,220,536	54,083
Net assets available for benefits	<u>\$ 1,885,128,469</u>	<u>\$ 154,156,985</u>

See accompanying notes.

Siemens Pension Plans

Individual Statements of Net Assets Available for Benefits

December 31, 2019

	<u>Pension Plan</u>	<u>Union Plan</u>
Assets		
Investments:		
Interest in the net assets of the Master Trust for Siemens Pension Plans	\$ 2,167,627,037	\$ 401,308,187
Interest in the net assets of the Master Trust for Siemens Pension Plans – net assets held in 401(h) account	9,681,924	–
Annuity refund receivable	285,144	–
Total assets	<u>2,177,594,105</u>	<u>401,308,187</u>
Liabilities		
Accrued plan expenses	119,430	43,107
Amounts related to obligation of 401(h) account	9,681,924	–
Total liabilities	<u>9,801,354</u>	<u>43,107</u>
Net assets available for benefits	<u><u>\$ 2,167,792,751</u></u>	<u><u>\$ 401,265,080</u></u>

See accompanying notes.

Siemens Pension Plans

Individual Statements of Changes in Net Assets Available for Benefits

Year Ended December 31, 2020

	<u>Pension Plan</u>	<u>Union Plan</u>
Investment income and additions to net assets attributed to		
Investment income; – change in Plan’s interest in the net assets of the Master Trust for Siemens Pension Plans	\$ 293,501,489	\$ 51,552,126
Employee contributions	–	71,428
Total investment income and additions	<u>293,501,489</u>	<u>51,623,554</u>
Deductions from net assets attributed to		
Benefits paid to participants	118,479,213	19,476,944
Plan expenses	6,266,523	1,399,508
Total deductions	<u>124,745,736</u>	<u>20,876,452</u>
Net increase	168,755,753	30,747,102
Asset transfers	(451,420,035)	(277,855,197)
Net assets available for benefits:		
Beginning of year	2,167,792,751	401,265,080
End of year	<u>\$ 1,885,128,469</u>	<u>\$ 154,156,985</u>

See accompanying notes.

Siemens Pension Plans

Individual Statements of Changes in Net Assets Available for Benefits

Year Ended December 31, 2019

	<u>Pension Plan</u>	<u>Union Plan</u>
Investment income and additions to net assets attributed to		
Investment income; – change in Plan’s interest in the net assets of the Master Trust for Siemens Pension Plans	\$ 390,219,104	\$ 72,931,890
Refund of annuity premium	285,144	–
Employee contributions	–	106,574
Total investment income and additions	390,504,248	73,038,464
 Deductions from net assets attributed to		
Benefits paid to participants	118,553,333	25,129,623
Plan expenses	9,088,095	3,395,512
Total deductions	127,641,428	28,525,135
 Net increase	262,862,820	44,513,329
 Net assets available for benefits:		
Beginning of year	1,904,929,931	356,751,751
End of year	<u>\$ 2,167,792,751</u>	<u>\$ 401,265,080</u>

See accompanying notes.

Siemens Pension Plans

Notes to Financial Statements

December 31, 2020 and 2019

1. Description of Plans

The following description of the Siemens Pension Plan (the Pension Plan) and the Siemens Pension Plan for Union Employees (the Union Plan) (collectively, the Plans or the Siemens Pension Plans) is provided for general information purposes only. Participants should refer to the respective plan document for a more complete description of plan provisions. Certain groups of employees who became eligible as a result of a plan merger into the Pension Plan or the Union Plan may be subject to terms and conditions that differ from those described below.

Participation in the Plans, at one time, had been available to all eligible employees of Siemens Corporation (the Company or Siemens), an indirectly wholly-owned subsidiary of Siemens Aktiengesellschaft (Siemens AG), and those affiliated companies that participated in the Plans. The Plans are subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The investment assets of the Plans are held in the Master Trust for Siemens Pension Plans (the Master Trust). The investment assets of the Master Trust were held by JPMorgan Chase Bank, N.A. (Trustee) at December 31, 2020 and 2019. The participating plans of the Master Trust have an undivided interest in the net assets of the Master Trust.

Benefits earned under the Pension Plan were frozen, effective December 31, 2010, so that no future benefit accruals after December 31, 2010 (except for interest credits under the cash balance formulas of the Pension Plan) will be earned. Similarly, as a result of changes agreed to with certain collective bargaining units during calendar year 2010, the Company froze benefits earned by the members of these collective bargaining units under the Union Plan so that no future benefit accruals after December 31, 2010 (except for interest credits under the cash balance formulas of the Union Plan) will be earned by these members.

In 2020, Siemens AG separated worldwide gas and power operations and spun-off the applicable operations to the newly created Siemens Energy Group (the Spin-off). As a result of the Spin-off, certain participants were no longer eligible to participate in the Plans and were eligible to participate in a plan sponsored by Siemens Energy Inc., a member of Siemens Energy Group. The net assets and accrued benefits related to these participants were transferred to the Siemens Energy, Inc. Pension Plan (the SEI Plan), a newly formed defined benefit plan sponsored by Siemens Energy, Inc. on September 28, 2020. On that date, cash of \$20,000,000 was transferred from the Plans to the SEI Plan to cover upcoming benefit payments. On December 1, 2020, custody of the remaining assets was transferred in-kind.

Siemens Pension Plans

Notes to Financial Statements (continued)

1. Description of Plans (continued)

Administration

The Benefits Administrative Committee of the Company is responsible for administering the Plans' operations and the Investment Committee of the Company is responsible for selecting and monitoring investments held by the Plans.

Siemens Pension Plan

General

The Pension Plan, which commenced on October 1, 1965, is a defined benefit plan sponsored by the Company. The Pension Plan was amended to include a cash balance formula, effective January 1, 2001, in addition to the final average pay formula which was in effect prior to January 1, 2001. Participation in the Pension Plan for new participants was frozen in 2006. No individual who was initially hired or rehired on or after April 1, 2006, was eligible to participate in the Pension Plan. With respect to individuals hired prior to April 1, 2006, an employee became eligible to enter the Pension Plan on January 1 or July 1 of any year, provided he/she had completed at least six full months of employment. A temporary employee became eligible to enter the Pension Plan on January 1 or July 1, provided he/she had completed at least one year of eligible service (1,000 hours of service in a 12 month period). The Pension Plan defines an employee as any person employed by the Company or affiliated companies that participate in the Pension Plan who receives regular compensation other than a pension, retirement allowance, retainer or fee under contract. However, the Pension Plan excludes (i) employees covered by collective bargaining agreements entered into with the Company or one of the affiliated companies for which the agreements do not prescribe inclusion of such employees in the Pension Plan, (ii) hourly-paid or salary-paid employees specifically excluded from coverage by a participating company and (iii) leased employees and independent contractors.

Pension Benefits

For participants who became covered under the cash balance formula as of January 1, 2001, the lump-sum value of their accrued pension benefit as of December 31, 2000, under the Pension Plan's final average pay formula became their opening cash balance account value as of January 1, 2001. Currently under the cash balance formula, the Company credits each eligible participant's balance each month with an interest credit. The interest credit, which is a percentage of the

Siemens Pension Plans

Notes to Financial Statements (continued)

1. Description of Plans (continued)

participant's monthly beginning balance, is based on the annual interest rate of the 30-year U.S. Treasury bonds as of August of the previous year, subject to a minimum rate of 4.06% for both 2020 and 2019. The minimum rate was the interest rate that applied for the Pension Plan. The pay credit which is frozen was based on the participant's years of vesting service pay and the level of contribution applicable to his or her employing company. Pay credits increased as the participant's pay and service increased. Participants who have a vested benefit under the cash balance formula may elect either a lump-sum payment or, if the amount of the benefit is greater than \$5,000, monthly annuity payments.

Under the final average pay formula, participants with at least five years of employment are entitled to annual pension benefits beginning at normal retirement age, which is the later of (i) attainment of age 65 or (ii) generally the completion of at least five years of employment or at least five years of participation. The annual pension under the final average pay formula is the greater of (i) 1.125% of the first \$12,000 of the participant's average final compensation, as defined by the Pension Plan, plus 1.5% of the portion of the participant's average final compensation in excess of \$12,000, multiplied by the number of years and completed months, expressed as a fraction of a year, of benefit service or (ii) the minimum benefit, as defined by the Pension Plan, for employees entitled to such benefit.

Alternate benefits are available to certain participants who qualify based on certain provisions, as specified in the Pension Plan. If the present value of the vested benefit under the final average pay formula is less than \$5,000, the Pension Plan provides for the automatic lump-sum payments of pension benefits to participants. If the amount of the distribution is between \$1,000 and \$5,000 and if the participant does not elect to receive the distribution directly or to have the amount distributed as an eligible roll over, the plan administrator will direct that the amount be directly rolled over to an individual retirement plan designated by the plan administrator.

The final average pay formula of the Pension Plan permits early retirement at a reduced benefit provided the participant has reached age 55 and has completed at least ten years of employment at the time of retirement. The reduction factors for early retirement under the final average pay formula are shown in the table below. There is no reduction in benefits for early retirement for participants that are age 62 and older when payments start.

Siemens Pension Plans

Notes to Financial Statements (continued)

1. Description of Plans (continued)

Final Average Pay Reduction Factors	
Age When Payments Start	Total Monthly Reduction %
62 or later	—%
61	5
60	10
59	16
58	22
57	28
56	34
55	40

Death and Disability Benefits

Under the cash balance formula, if a participant dies while employed, his/her benefit automatically becomes 100% vested. The benefit can be left in the Pension Plan until a later date, or the surviving beneficiary can receive the benefit as a lump sum or as a single-life annuity payable for the life of the beneficiary based on the beneficiary's age when benefits begin.

Under the final average pay formula, if a participant dies while still employed or before Pension Plan benefits commence, having a vested right to any portion of his/her accrued benefits, the participant's spouse will receive an annuity payment for life equal to the 50% joint and survivor annuity benefit, not to be less than \$360 per year. If the spouse is more than 15 years younger than the participant, the minimum yearly pension benefit of \$360 is reduced by 1% point for each year, or fraction thereof, by which the difference in age exceeds 15 years. If a retired participant receiving benefits dies, the surviving spouse shall receive 50% of the pension which the participant would receive unless the participant has chosen one of the other optional forms of payment provided under the Pension Plan. Effective January 1, 2020, the Pension Plan was amended to provide this benefit to qualified domestic partners.

When a participant becomes disabled and ends his/her employment, the cash balance account can be payable as a monthly annuity or a lump-sum payment. If a disabled participant begins to receive a benefit from the Pension Plan while receiving a long-term disability benefit, the disability benefit will be reduced by the Pension Plan benefit. If a lump-sum payment is elected from the Pension Plan, the disability payment will be reduced each month by the single-life annuity value of the Pension Plan benefit.

Siemens Pension Plans

Notes to Financial Statements (continued)

1. Description of Plans (continued)

Under the final average pay formula, before December 31, 2010, an active participant who incurs a total and permanent disability, as defined by the Pension Plan, and (a) has worker's compensation payable in connection with the disability or (b) has completed at least ten years of employment with the Company, had the period of the disability treated as benefit service and employment under the Pension Plan. Disability ended on the earliest of (a) the date on which the participant recovers from the disability, (b) the date of the participant's death, or (c) the date of commencement of retirement benefit payments. Effective December 31, 2010, any Participant who is out on a total and permanent disability ceased accruing any benefits under the Pension Plan but will, up to the earlier of the time the participant starts to receive his or her benefit from the Pension Plan or reaches age 65, continue to receive credit towards meeting any early retirement requirements under the final average pay formula of the Pension Plan.

Union Plan

General

The Union Plan, which commenced on January 1, 2001, is a defined benefit pension plan sponsored by the Company covering participating union groups. Certain terms of the Union Plan vary by participating union group. Generally, the Union Plan provides benefits to participants pursuant to a cash balance formula or alternative formula specific to the participating union group. Some union groups began participating in the Union Plan as a result of defined benefit plan mergers from acquired companies. The Union Plan defines an "employee" as any person who is employed by the Company or an affiliated company, receives regular compensation, and who is covered by a collective bargaining agreement that provides for participation in the Union Plan. The Union Plan excludes leased employees or independent contractors. All of the collective bargaining agreements applicable to employees covered by this Plan provide that employees hired or rehired after certain dates are not eligible for participation in the Union Plan. Participation in the Union Plan is closed to new entrants.

Pension Benefits

Currently under the cash balance formula, the Company credits each eligible participant's balance each month with an interest credit. The interest credit, which is a percentage of the participant's monthly beginning balance, is based on the annual interest rate of 30-year U.S. Treasury bonds as of August of the previous year and the rate was 2.12% in 2020 and 3.04% in 2019 for the Union Plan.

Siemens Pension Plans

Notes to Financial Statements (continued)

1. Description of Plans (continued)

The pay credit (which was frozen as of December 31, 2010, for participants of the Union Plan who were members of certain collective bargaining units) was based on the participant's years of service, pay, and the level of contribution applicable to his/her company. Pay credits increased as the participant's pay and service increased. Participants with three years of service may elect either a lump-sum payment or monthly annuity payments. If the present value of a participant's vested benefit is less than \$5,000, the Union Plan provides for a lump-sum payment of the accumulated pension benefit to the participant. If the amount of the distribution is between \$1,000 and \$5,000, and if the participant does not elect to receive the distribution directly or to have the amount distributed as an eligible roll over, the plan administrator will direct that the amount be directly rolled over to an individual retirement plan designated by the plan administrator.

Death and Disability Benefits

If a participant dies while employed, his/her benefit automatically becomes 100% vested. The benefit under the cash balance formula can be left in the Union Plan until a later date, or the surviving beneficiary can receive the benefit as a lump sum or as a single-life annuity payable for the life of the beneficiary based on the beneficiary's age when benefits begin.

If an active participant incurs a total and permanent disability, as defined by the Union Plan, benefits under the cash balance formula will continue to be credited with interest during the period of disability up to the time the participant starts to receive his or her benefit from the Union Plan. When a participant becomes disabled and ends his/her employment, the cash balance account can be payable as a monthly annuity or a lump-sum payment. If a disabled participant begins to receive a benefit from the Union Plan while receiving a long-term disability benefit, the disability benefit will be reduced by the Union Plan benefit. If a lump-sum payment is elected from the Union Plan, the disability payment will be reduced each month by the single-life annuity value of the Union Plan benefit.

Siemens Pension Plans

Notes to Financial Statements (continued)

2. Summary of Accounting Policies

Basis of Accounting

The accompanying financial statements and notes are intended to present the separate statements of net assets available for benefits and changes therein of both the Pension Plan and the Union Plan on the accrual basis of accounting. The Plans, while having different participants, have generally consistent terms unless otherwise noted and are both sponsored by the Company. The statements of net assets available for benefits, changes in net assets available for benefits and notes to the financial statements (collectively, the financial statements) have been presented herein separately for the Pension Plans. The Pension Plans are legally separate plans and individually file Form 5500. These separate financial statements are presented in this combined document for ease of presentation to the Company.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits and changes therein in the individual financial statements and accompanying notes. Actual results could differ from those estimates.

Risks and Uncertainties

The Plans invest in various types of investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the individual statement of net assets available for benefits.

The Investment Committee has diversified the net assets of the Master Trust with the intention of appropriately addressing significant concentrations of risk. The Master Trust's net assets were managed as separate investment funds by 15 investment managers as of December 31, 2020 and 16 investment managers as of December 31, 2019.

Siemens Pension Plans

Notes to Financial Statements (continued)

2. Summary of Accounting Policies (continued)

Contributions to the Plans are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect amounts reported and disclosed in the financial statements.

New Accounting Pronouncement

In August 2018, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2018-13, *Fair Value Measurement (Topic 820): Disclosure Framework-Changes to the Disclosure Requirements for Fair Value Measurement*, which eliminates, adds and modifies certain disclosure requirements for fair value measurements. The Plans adopted ASU 2018-13 in their 2020 financial statements. The disclosure requirements did not have an impact to the Plans' financial statements.

Investment Valuation and Income Recognition

The investments of the Master Trust are recorded at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Investment Committee determines the Plans' valuation policies utilizing information provided by the Trustee and investment advisers. See Note 10 for discussion of the Master Trust's fair value measurements.

The Plans determine the fair value of their interest in the Master Trust on a daily weighted-average basis. Each Plans' interest is calculated as follows: the Plans' beginning value; plus contributions invested and assets transferred in; less distributions paid and assets transferred out; and is adjusted for allocated total investment income (loss). Total investment income (loss) of the Master Trust, net of investment expenses, is allocated to the Plans based on the daily weighted-average basis of the Plans' interest in the Master Trust.

Total investment income (loss) is reduced for certain investment-related fees and expenses of the Master Trust, as described herein. The Master Trust's significant accounting policies related to total investment income (loss) are as follows: purchases and sales of securities are recorded on a trade-date basis; interest income is recorded on the accrual basis; dividends on the applicable ex-dividend date; and net appreciation (depreciation) in fair value of investments based on gains and losses on investments bought and sold as well as held during the year.

Siemens Pension Plans

Notes to Financial Statements (continued)

2. Summary of Accounting Policies (continued)

Payment of Benefits

Benefit payments to participants are recorded when paid.

Annuity Arrangements

From time to time, the Plans will enter into annuity purchase transactions with insurance companies. The transactions consist of annuity contracts that are purchased from an insurance company in an amount equal to accumulated plan benefits of certain participants. The obligation for payment of such benefits transfers to the insurance company. Accordingly, transactions related to annuity contracts, other than those related to the purchase of annuity contracts from the Plans' assets are excluded from these financial statements. In 2020, an insurance company refunded \$285,144 of pension assets to the Pension Plan as a result of the finalization of an annuity purchase transaction that commenced in 2017. This was recorded as a receivable at December 31, 2019.

Plan and Master Trust Expenses

Only expenses of the Plans that are permitted to be charged to the Plans and Master Trust, in accordance with applicable law and with the provisions of the respective plan documents and Master Trust Agreement, are charged to the Plans and Master Trust. Expenses related to the Master Trust are recorded as direct expenses of the Master Trust and not as direct expenses of the Plans. The Plans' direct expenses primarily are related to insurance premiums paid to the Pension Benefit Guaranty Corporation (PBGC), recordkeeping, benefit processing and certain other administrative items. Master Trust direct expenses primarily relate to investment management, trustee and custodial services. Expenses attributed to a specific Plan are charged to that Plan only. Expenses that are paid directly by the Company are excluded from these financial statements.

3. 401(h) Account

As a result of the December 31, 2000 merger of the Siemens ElectroCom L.P. Retirement Plan (the ElectroCom Plan) into the Pension Plan, the Pension Plan's financial statements reflect the net asset balance of a separate 401(h) account with a corresponding payable at December 31, 2020 and 2019. The 401(h) account is a component of the Pension Plan's undivided interest in the Master Trust and is maintained solely with respect to a health benefit component of the ElectroCom Plan established to fund a portion of the postretirement obligations of Siemens ElectroCom L.P. for retirees and their beneficiaries in accordance with Section 401(h) of

Siemens Pension Plans

Notes to Financial Statements (continued)

3. 401(h) Account (continued)

the Internal Revenue Code (the Code). In accordance with Code Section 401(h), the Pension Plan's investment in the 401(h) account may not be used for, or diverted to, any purpose other than providing health and welfare benefits for retirees and participants who had been employed by ElectroCom. Pension Plan participants did not contribute to the 401(h) account.

4. Funding Policy

The Plans are generally funded solely by contributions made by the Company and its affiliates whose employees participated in the Plans. Employee contributions are no longer required or permitted under the Plans, except by participants of the Union Plan who are required to make employee contributions as a condition of membership under the Jackson Retirement Plan formula of the Union Plan.

Contributions are determined annually based on actuarial valuations of the Plans by Willis Towers Watson, an independent consulting actuary. Willis Towers Watson determines the maximum amount permitted by law or regulation as a Federal income tax deduction and the minimum amount necessary during any plan year to avoid an accumulated funding deficiency as defined by ERISA.

The Company did not make, and was not required to make, any employer contributions with respect to the years ended December 31, 2020 or 2019. The minimum funding requirements of ERISA were met for the years ended December 31, 2020 and 2019.

5. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits represent the actuarial present value of estimated future periodic payments, including lump-sum distributions that are attributable under the Plans' provisions for employee services already rendered. Accumulated plan benefits include benefits expected to be paid to (i) retired or terminated employees or their beneficiaries; (ii) beneficiaries of employees who have died and (iii) present employees or their beneficiaries. Benefits under each Plan are based on employees' average compensation during the last five years of credited service or the total cash compensation during the year. The accumulated plan benefits for active employees are based on their average compensation during the four years ending on the date as of which the benefit information is presented (the valuation date) or the total cash compensation during the year. Benefits payable under all circumstances (i.e., retirement, death, disability and termination of employment) are included, to the extent they are deemed attributable to employees' service rendered and compensation received up to the valuation date.

Siemens Pension Plans

Notes to Financial Statements (continued)

5. Actuarial Present Value of Accumulated Plan Benefits (continued)

The actuarial present value of accumulated plan benefits for each of the Plans was determined by Willis Towers Watson, and is that amount which results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

The more significant actuarial assumptions used in the December 31, 2019 and 2018 valuation were:

1. Life expectancy of active participants:

For the Pension Plan, the Pri-2012 mortality table with a fully generational projection from the 2012 base tables using the 2020 US SSA Intermediate long-term rate of improvement scale was used for 2019 and 2018.

For the Union Plan, the Pri-2012 mortality table with blue collar adjustment and a fully generational projection using the 2020 US SSA Intermediate long-term rate of improvement scale was used for 2019 and 2018.

2. Interest crediting rate – 4.60% and 5.50% as of December 31, 2019 and 2018, respectively.
3. Weighted-average retirement age – 63 for the Pension Plan and 62 for the Union Plan.

Siemens Pension Plans

Notes to Financial Statements (continued)

5. Actuarial Present Value of Accumulated Plan Benefits (continued)

The foregoing actuarial assumptions are based on the presumption that the Plans will continue even though benefits are frozen. If either or both of the Plans terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2020. Had the valuations been performed as of December 31, 2019, there would be no material differences. The actuarial present value of accumulated plan benefits as of December 31, 2019, is as follows:

	<u>Pension Plan</u>	<u>Union Plan</u>
Vested benefits:		
Active participants	\$ 561,005,915	\$ 81,075,105
Participants and beneficiaries currently receiving payments	876,344,331	235,765,028
Terminated vested participants	506,897,133	56,931,450
Nonvested benefits	<u>1,287,738</u>	<u>1,244,185</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 1,945,535,117</u>	<u>\$ 375,015,768</u>

The changes in the actuarial present value of accumulated plan benefits during the year ended December 31, 2019, are as follows:

	<u>Pension Plan</u>	<u>Union Plan</u>
Actuarial present value of accumulated plan benefits at beginning of year	\$ 1,840,122,518	\$ 344,936,481
Increase (decrease) during the year attributable to:		
Benefits accumulated	—	4,013,762
Actuarial gain	(11,702,905)	(603,366)
Decrease in discount period	97,990,158	18,510,448
Actual benefits paid	(118,553,333)	(25,129,623)
Assumption changes	137,678,679	32,390,681
Plan amendments	<u>—</u>	<u>897,385</u>
Net increase	<u>105,412,599</u>	<u>30,079,287</u>
Actuarial present value of accumulated plan benefits at end of year	<u>\$ 1,945,535,117</u>	<u>\$ 375,015,768</u>

Siemens Pension Plans

Notes to Financial Statements (continued)

5. Actuarial Present Value of Accumulated Plan Benefits (continued)

The change in the assumptions are generally related to the change in the interest crediting rate. The plan amendment updated benefit accrual rates for a component union participating in the Union Plan.

During 2020, the Union Plan was amended to increase the benefit multiplier for certain union groups within the Union Plan. This plan amendment represented \$897,385 of change in the accumulated plan benefits of the Union Plan.

In connection with the Spin-off, on September 28, 2020 the Plans transferred their obligation to pay benefits with an approximate aggregate actuarial present value of \$600,000,000 to the Siemens Energy, Inc. Pension Plan. Management estimates the allocation of the transferred obligation to be 64% from the Pension Plan and 36% from the Union Plan.

6. Plan Termination

Even though for the most part the Plans are frozen, the Company intends to continue the Plans indefinitely without interruption, but reserves the right to discontinue either of the Plans at any time. In the event either or both of the Plans terminate, the net assets of the terminated Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

- (a) Benefits attributable to employee contributions, taking into account those paid out before termination.
- (b) Annuity benefits that former participants or their beneficiaries have been receiving for at least three years, or that participants eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plans. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under each Plan's provisions in effect at any time during the five years preceding a Plan's termination.
- (c) Other vested benefits insured by the PBGC up to the applicable limitations
- (d) All other vested benefits (that is, vested benefits not insured by the PBGC).
- (e) All nonvested benefits.

Siemens Pension Plans

Notes to Financial Statements (continued)

6. Plan Termination (continued)

Certain benefits under the Plans are insured by the PBGC if either of the Plans terminate. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plans, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plans are guaranteed at the level in effect on the date of the Plans' termination. However, there is a statutory ceiling on the amount of an individual's monthly benefit that the PBGC guarantees. That ceiling, which is adjusted periodically, applies to pensioners who elect to receive their benefits in the form of a single-life annuity and are at least 65 years old at the time of retirement or plan termination (whichever comes later). For younger annuitants or for those who elect to receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward. Whether all participants receive their benefits should either or both of the Plans terminate at some future time will depend on the sufficiency, at the time, of that Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Company and the level of benefits guaranteed by the PBGC.

7. Parties-in-Interest

A party-in-interest is defined under the Department of Labor's regulations as any fiduciary of a plan, any party rendering services to a plan, the employer, certain participants, and others.

The Trustee serves as the custodian for certain investments in which the Master Trust participates. Therefore, transactions within these investments and transactions with the Trustee qualify as party-in-interest transactions.

Alight Solutions, LLC provides recordkeeping services to the Plans and, in addition to various other service providers, provides certain other administrative services to the Plans. Willis Towers Watson provides actuarial services to the Plans. The Master Trust receives investment advisory services and certain other trust and custodial administrative services from various service providers. Therefore, transactions with these various service providers qualify as party-in-interest transactions.

Siemens Pension Plans

Notes to Financial Statements (continued)

8. Tax Status

The IRS has issued determination letters dated August 16, 2017, for both the Pension Plan and the Union Plan advising that the Plans qualify for tax-exempt status pursuant to the provisions of Section 401(a) of the Internal Revenue Code (the Code) and therefore, the related Trust is exempt from taxation. Subsequent to these determination letters by the IRS, the Plans were amended. Once qualified, the Plans are required to operate in conformity with the Code to maintain their qualified status. The Plan Sponsor believes the Plans are designed and operated in compliance with the Code. Accordingly, no provision has been made for federal income taxes.

U.S. GAAP require plan management to evaluate uncertain tax positions taken by the Plans. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plans, and has concluded that there are no uncertain positions taken or expected to be taken. The Plans have recognized no interest or penalties related to uncertain tax positions. The Plans are subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. Information Certified by the Trustee

The Plans' administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plans' administrator instructed the Plans' independent auditors not to perform any auditing procedures with respect to the following investment information certified by the Trustee of the Plans, as complete and accurate, except for comparing such information certified by the Trustee to information included in the Plans' financial statements.

Siemens Pension Plans

Notes to Financial Statements (continued)

9. Information Certified by the Trustee (continued)

The Trustee has certified to the accuracy and completeness of investment information as of and for the years ended December 31, 2020 and 2019, as summarized below:

	<u>Pension Plan</u>	<u>Union Plan</u>
As of December 31, 2020:		
Interest in the net assets of the Master Trust for Siemens Pension Plans	\$ 1,887,675,916	\$ 154,407,152
Interest in the net assets of the Master Trust for Siemens Pension Plans – net assets held in 401(h) account	<u>11,084,356</u>	<u>—</u>
	<u>\$ 1,898,760,272</u>	<u>\$ 154,407,152</u>
Year ended December 31, 2020:		
Change in Plans' interest in the net assets of the Master Trust	<u>\$ 293,923,716</u>	<u>\$ 51,434,795</u>
	<u>Pension Plan</u>	<u>Union Plan</u>
As of December 31, 2019:		
Interest in the net assets of the Master Trust for Siemens Pension Plans	\$ 2,169,327,684	\$ 401,621,640
Interest in the net assets of the Master Trust for Siemens Pension Plans – net assets held in 401(h) account	<u>9,681,924</u>	<u>—</u>
	<u>\$ 2,179,009,608</u>	<u>\$ 401,621,640</u>
Year ended December 31, 2019:		
Change in Plans' interest in the net assets of the Master Trust	<u>\$ 394,486,861</u>	<u>\$ 73,691,171</u>

The statements of net assets available for benefits report each plans' interest in the net assets of the Master Trust, which includes certain accrued expenses of the Master Trust that are not included in the amount certified. The statements of changes in net assets available for benefits report the change in each plans' interest in the net assets of the Master Trust, which includes certain master trust expenses that are not included in the amount certified.

Siemens Pension Plans

Notes to Financial Statements (continued)

10. Investment in the Master Trust

Each Plan, including the 401(h) component of the Pension Plan, has a proportionate interest in the Master Trust as calculated in accordance with Note 1. The Pension Plan's proportionate interest in the Master Trust's net assets at December 31, 2020 and 2019, was 92.48% and 84.44%, respectively. The Union Plan's proportionate interest in the Master Trust's net assets at December 31, 2020 and 2019, was 7.52% and 15.56%, respectively.

Financial Information of the Master Trust

The following tables present the net assets of the Master Trust at December 31:

	2020		
	Pension Plan	Union Plan	Total Master Trust
Assets			
Cash	\$ 743,626	\$ 60,472	\$ 804,098
Investments at fair value:			
Equity securities:			
U.S. common stocks	96,869,765	7,877,448	104,747,213
Foreign common stocks	64,256,245	5,225,317	69,481,562
Preferred stocks	4,384,148	356,519	4,740,667
	165,510,158	13,459,284	178,969,442
Fixed income securities:			
U.S. government bonds and notes	73,974,233	6,015,583	79,989,816
U.S. corporate bonds	1,090,308,107	88,663,836	1,178,971,943
Foreign corporate bonds	134,208,449	10,913,829	145,122,278
Foreign government bonds	965,942	78,550	1,044,492
	1,299,456,731	105,671,798	1,405,128,529
Commingled funds	322,790,048	26,249,281	349,039,329
Registered investment funds	98,771,013	8,032,057	106,803,070
Total investments at fair value	1,886,527,950	153,412,420	2,039,940,370
Receivables for securities sold and accrued income	12,834,861	1,043,731	13,878,592
Total assets	1,900,106,437	154,516,623	2,054,623,060
Liabilities			
Payables for securities purchased and accrued liabilities	(3,757,432)	(305,555)	(4,062,987)
Net assets	\$ 1,896,349,005	\$ 154,211,068	\$ 2,050,560,073

Siemens Pension Plans

Notes to Financial Statements (continued)

10. Investment in the Master Trust (continued)

	2019		
	Pension Plan	Union Plan	Total Master Trust
Assets			
Cash	\$ 840,341	\$ 154,886	\$ 995,227
Investments at fair value:			
Equity securities:			
U.S. common stocks	77,263,395	14,240,714	91,504,109
Foreign common stocks	78,706,155	14,506,634	93,212,789
Preferred stocks	3,641,541	671,186	4,312,727
	159,611,091	29,418,534	189,029,625
Fixed income securities:			
U.S. government bonds and notes	94,769,357	17,467,305	112,236,662
U.S. corporate bonds	1,253,927,805	231,116,256	1,485,044,061
Foreign corporate bonds	160,248,213	29,535,964	189,784,177
Foreign government bonds	2,647,504	487,972	3,135,476
	1,511,592,879	278,607,497	1,790,200,376
Commingled funds	399,495,908	73,632,627	473,128,535
Registered investment funds	98,333,955	18,124,309	116,458,264
Total investments at fair value	2,169,033,833	399,782,967	2,568,816,800
Receivables for securities sold and accrued income	16,384,022	3,019,802	19,403,824
Total assets	2,186,258,196	402,957,655	2,589,215,851
Liabilities			
Payables for securities purchased and accrued liabilities	(8,949,235)	(1,649,468)	(10,598,703)
Net assets	\$ 2,177,308,961	\$ 401,308,187	\$ 2,578,617,148

Siemens Pension Plans

Notes to Financial Statements (continued)

10. Investment in the Master Trust (continued)

The following presents total investment income of the Master Trust for the years ended December 31,:

	<u>2020</u>	<u>2019</u>
Investment income:		
Net appreciation in fair value of investments	\$ 281,344,763	\$ 388,757,950
Other investment income	69,803,329	79,448,133
	351,148,092	468,206,083
Less investment expenses	6,094,477	5,055,089
Total investment income	<u>\$ 345,053,615</u>	<u>\$ 463,150,994</u>

Fair Value Measurements

The Company defines fair value as the exchange price that would be received for an asset or paid for a liability in an orderly transaction between market participants at the measurement date (i.e., an exit price). The Company utilizes a fair value hierarchy which requires each Plan to maximize the use of observable inputs and minimize unobservable inputs when determining fair value and also establishes three levels of classifications.

As such, the hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy in ASC 820 are described below:

Level 1 – Unadjusted quoted prices in active markets that are accessible to the reporting entity at the measurement date for identical assets and liabilities.

Level 2 – Inputs other than quoted prices in active markets for identical assets and liabilities that are observable either directly or indirectly for substantially the full term of the asset or liability. Level 2 inputs include the following:

- Quoted prices for similar assets and liabilities in active markets
- Quoted prices for identical or similar assets or liabilities in markets that are not active
- Observable inputs other than quoted prices that are used in the valuation of the asset or liabilities (e.g., interest rate and yield curve quotes at commonly quoted intervals)

Siemens Pension Plans

Notes to Financial Statements (continued)

10. Investment in the Master Trust (continued)

- Inputs that are derived principally from or corroborated by observable market data by correlation or other means

Level 3 – Unobservable inputs for the asset or liability (i.e., supported by little or no market activity). Level 3 inputs include management's own assumption about the assumptions that market participants would use in pricing the asset or liability (including assumptions about risk).

The level in the fair value hierarchy within which the fair value measurement is classified is determined based on the lowest level input that is significant to the fair value measure in its entirety.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2020, as compared to December 31, 2019.

Equity Securities

Equity securities primarily consist of common and preferred stocks in which the Master Trust holds a share directly. These assets are valued at the closing price reported on the active market on which the individual securities are traded (Level 1).

Fixed Income Securities

Investments are valued utilizing data furnished by an independent pricing service (Level 2), incorporating various inputs such as benchmark curves, benchmarking of like securities, matrix pricing, model processes such as the Option Adjusted Spread model to assess interest rate impact of and develop prepayment scenarios. Both models and processes take into account market conventions.

Commingled Funds

Commingled funds are investments similar to mutual funds in that the fair value of these investments are quoted at the net asset value (NAV) per share at each valuation date which is also the basis for current transactions (Level 1). These funds can also provide diversification by holding various equity and debt securities.

Siemens Pension Plans

Notes to Financial Statements (continued)

10. Investment in the Master Trust (continued)

Registered Investment Funds

Registered investment funds are open-end mutual funds valued at the daily closing price as reported by the fund. These funds are required to publish their daily NAV and to transact at that price. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. The funds held by the Plans are deemed to be actively traded (Level 1).

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plans believe their valuation methods are appropriate and consistent with other market participants, the use of different methodologies and assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level within the fair value hierarchy the Master Trust's investments at fair value as of December 31, 2020 and 2019, respectively:

Master Trust Investments at Fair Value as of December 31, 2020				
	Level 1	Level 2	Level 3	Total
Equity securities	\$ 178,969,442	\$ –	\$ –	\$ 178,969,442
Fixed income securities	–	1,405,128,529	–	1,405,128,529
Commingled funds	349,039,329	–	–	349,039,329
Registered investment funds	106,803,070	–	–	106,803,070
Total assets in the fair value hierarchy at fair value	\$ 634,811,841	\$ 1,405,128,529	\$ –	\$ 2,039,940,370

Master Trust Investments at Fair Value as of December 31, 2019				
	Level 1	Level 2	Level 3	Total
Equity securities	\$ 189,029,625	\$ –	\$ –	\$ 189,029,625
Fixed income securities	–	1,790,200,376	–	1,790,200,376
Commingled funds	473,128,535	–	–	473,128,535
Registered investment funds	116,458,264	–	–	116,458,264
Total assets in the fair value hierarchy at fair value	\$ 778,616,424	\$ 1,790,200,376	\$ –	\$ 2,568,816,800

Siemens Pension Plans

Notes to Financial Statements (continued)

10. Investment in the Master Trust (continued)

Derivatives

In the normal course of operations, the Master Trust's assets may include derivative financial instruments, such as futures and credit default risk swaps. The Master Trust utilized futures and swaps to gain market exposure and manage certain market risks. At December 31, 2020, the notional values of futures and credit default risk swaps were \$279,861,024 and \$5,170,000, respectively. At December 31, 2019, the notional values of futures and credit default risk swaps were \$363,498,825 and \$-0-, respectively. At December 31, 2020 and 2019, the fair value of the derivative instruments, and the related gains/losses for the years ended December 31, 2020 and 2019, were not significant.

401(h) Account

Included within the assets of the Master Trust is a separate 401(h) account which is maintained with respect to a retiree health-benefit component of the ElectroCom Plan as described in Note 3. A liability equal to the assets of the 401(h) account has been recorded in the statements of net assets available for benefits of the Pension Plan and is not reflected in Master Trust net assets above. The 401(h) assets are not available to the Union Plan.

11. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the Pension Plan statements of net assets available for benefits to the Pension Plan Form 5500 for the years ended December 31,:

	2020	2019
Net assets available for benefits per the financial statements	\$ 1,885,128,469	\$ 2,167,792,751
Less amounts allocated to withdrawing participants	(4,024,462)	(1,450,017)
Add net assets in 401(h) account included in net assets in the Form 5500	11,084,356	9,681,924
Net assets available for benefits per Form 5500	<u>\$ 1,892,188,363</u>	<u>\$ 2,176,024,658</u>

Siemens Pension Plans

Notes to Financial Statements (continued)

11. Reconciliation of Financial Statements to Form 5500 (continued)

The following is a reconciliation of net assets available for benefits per the Union Plan statements of net assets available for benefits to the Union Plan Form 5500 for the years ended December 31,:

	<u>2020</u>	<u>2019</u>
Net assets available for benefits per the financial statements	\$ 154,156,985	\$ 401,265,080
Less amounts allocated to withdrawing participants	(269,914)	(14,934)
Net assets available for benefits per Form 5500	<u>\$ 153,887,071</u>	<u>\$ 401,250,146</u>

The following is a reconciliation of the net increase per the Pension Plan statements of changes in net assets to the Pension Plan Form 5500 for the years ended December 31,:

	<u>2020</u>	<u>2019</u>
Net increase per the financial statements	\$ 168,755,753	\$ 262,862,820
Change in amounts allocated to withdrawing participants	(2,574,445)	(631,675)
Change in net assets of 401(h) account	1,402,432	1,688,876
Net increase per Form 5500	<u>\$ 167,583,740</u>	<u>\$ 263,920,021</u>

The following is a reconciliation of the net increase per the Union Plan statements of changes in net assets to the Union Plan Form 5500 for the years ended December 31,:

	<u>2020</u>	<u>2019</u>
Net increase per financial statements	\$ 30,747,102	\$ 44,513,329
Change in amounts allocated to withdrawing participants	(254,980)	17,515
Net increase per Form 5500	<u>\$ 30,492,122</u>	<u>\$ 44,530,844</u>

Amounts allocated to withdrawing participants are recorded on the Form 5500 for benefit claims that have been processed and approved for payment prior to December 31, but not yet paid as of that date. The change in amounts allocated to withdrawing participants represent the reconciling item related to benefits paid from these financial statements to the Form 5500.

Siemens Pension Plans

Notes to Financial Statements (continued)

12. Transfers

The source and amount of assets transferred out of the Plans for the plan year ended December 31, 2020 is shown below:

	<u>Pension Plan</u>	<u>Union Plan</u>
Siemens Energy, Inc. Pension Plan	\$(451,420,035)	\$(277,855,197)

13. Subsequent Events

Management evaluated subsequent events for the Plans through August 25, 2021, the date the financial statements were available to be issued.

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SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26

Schedule of Active Participant Data as of January 1, 2020

Number accruing pay-related benefits and average plan compensation limited by IRC §401(a)(17) distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	1	0	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	1	3	1	0	0	0	0	0	0	5
	-	-	-	-	-	-	-	-	-	-	-
30-34	0	2	4	16	1	0	0	0	0	0	23
	-	-	-	-	-	-	-	-	-	-	60,525
35-39	1	1	12	37	6	1	0	0	0	0	58
	-	-	-	61,135	-	-	-	-	-	-	63,861
40-44	5	5	19	42	11	3	0	0	0	0	85
	-	-	-	60,733	-	-	-	-	-	-	68,634
45-49	2	1	6	39	25	12	10	4	0	0	99
	-	-	-	62,082	73,683	-	-	-	-	-	69,220
50-54	0	3	19	52	24	20	25	15	0	0	158
	-	-	-	62,675	72,003	74,010	62,022	-	-	-	67,006
55-59	3	8	33	47	33	33	23	25	1	1	207
	-	-	70,864	61,812	75,611	73,575	56,232	61,065	-	-	69,205
60-64	2	6	27	35	27	25	18	24	7	70	241
	-	-	69,001	71,703	82,449	68,046	-	58,201	-	57,219	66,591
65-69	0	1	1	8	11	4	3	7	3	24	62
	-	-	-	-	-	-	-	-	-	58,980	63,960
70 & over	0	0	1	2	3	2	1	1	1	4	15
	-	-	-	-	-	-	-	-	-	-	-
Total	13	29	125	279	141	100	80	76	12	99	954
	-	89,241	69,986	62,697	74,652	72,742	61,164	58,977	-	57,096	66,975

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Siemens Pension Plan for Union Employees

EIN / PN: 13-2623356/028

Plan Sponsor: Siemens Corporation

Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26

Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2020*

Number and average account balance distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ²										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
35-39	1	0	1	4	2	0	0	0	0	0	8
	-	-	-	-	-	-	-	-	-	-	-
40-44	1	1	4	4	3	0	0	0	0	0	13
	-	-	-	-	-	-	-	-	-	-	-
45-49	0	0	2	3	5	1	0	0	0	0	11
	-	-	-	-	-	-	-	-	-	-	-
50-54	0	0	2	4	5	1	0	0	0	0	12
	-	-	-	-	-	-	-	-	-	-	-
55-59	3	4	2	2	12	8	0	0	0	0	31
	-	-	-	-	-	-	-	-	-	-	52,481
60-64	1	1	3	5	6	4	1	0	0	0	21
	-	-	-	-	-	-	-	-	-	-	95,334
65-69	0	1	0	0	2	2	0	0	0	0	5
	-	-	-	-	-	-	-	-	-	-	-
70 & over	0	0	1	0	1	1	0	0	0	0	3
	-	-	-	-	-	-	-	-	-	-	-
Total	6	7	15	22	36	17	1	0	0	0	104
	-	-	-	56,694	37,071	-	-	-	-	-	60,225

² Age and service for purposes of determining category are based on exact (not rounded) values.

* The above participants only include those active records with a cash balance amount.

Plan Name: Siemens Pension Plan for Union Employees

EIN / PN: 13-2623356/028

Plan Sponsor: Siemens Corporation

Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- Applicable month September 2019
- Interest rate basis Segment Rates

Interest rates	Reflecting Stabilization	Not Reflecting Stabilization
■ First segment rate	4.75%	2.79%
■ Second segment rate	5.50%	3.92%
■ Third segment rate	6.27%	4.38%
■ Effective interest rate	5.69%	4.03%

Annual rates of increase

- Cash balance interest crediting rate 3.50%
- Employee contribution interest rate 2.00%
- Compensation 3.00%
- Future Social Security wage bases 2.00%
- Statutory limits on compensation N/A

Administrative expenses \$1,532,929. Based on prior year's actual expenses, adjusted for the change in expected PBGC premium from the prior to the current year.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee is hired
New or rehired employees	It was assumed there will be no new or rehired employees.
Mortality	Separate IRS-prescribed non-annuitant and annuitant tables based on RP-2014 "Employees" and "Healthy Annuitants" tables without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2018.
Termination	Rates vary by age

Representative Termination Rates

Percentage leaving during the year	
Attained Age	Rate
21	19.2%
25	16.0%
30	11.6%
35	8.4%
40	6.0%
45	4.4%
50	4.0%

■ Former Dresser-Rand Participants

Representative Termination Rates

Percentage leaving during the year	
Attained Age	Rate
20	14.9%
25	9.9%
30	6.9%
35	4.9%
40	2.8%
45	1.7%
50	0.4%

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Disability

Rates vary by age and gender

Representative Disability Rates

Percentage becoming disabled during the year		
Age	Males	Females
25	0.03%	0.03%
30	0.03%	0.04%
35	0.04%	0.07%
40	0.08%	0.13%
45	0.16%	0.24%
50	0.33%	0.40%
55	0.69%	0.64%
60	1.15%	0.90%
65	0.00%	0.00%

■ Former Dresser-Rand Participants

Employees are assumed to become disabled in accordance with the 1985 Wyatt Pension Disability Study Unisex Class One rates of disablement.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Retirement for active participants

Rates vary by age, average age 62.

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Percentage retiring during the year	
Age	Rate
55	5.00%
56	5.00%
57	8.00%
58	8.00%
59	10.00%
60	10.00%
61	15.00%
62	30.00%
63	20.00%
64	10.00%
65	25.00%
66	30.00%
67	25.00%
68	15.00%
69	15.00%
70	100.00%

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

■ Former Dresser-Rand
Participants

Active employees are assumed to retire in accordance with the following rates:

Employees with less than 30 years of service:

Percentage retiring during the year	
Age	Rate
55	3.0%
56	3.1%
57	3.2%
58	3.3%
59	3.4%
60	5.9%
61	6.3%
62	26.7%
63	9.1%
64	10.0%
65	100.0%

Employees with more than 30 years of service:

Percentage retiring during the year	
Age	Rate
55-56	1.0%
57	2.0%
58-60	2.5%
61	4.0%
62	12.5%
63-64	10.0%
65	100.0%

**Unpredictable Contingent
Event Benefit (UCEB)
assumptions**

It was assumed that permanent plant shutdown benefits provided under the various benefit schedules (as described in Appendix B) will not be triggered.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Benefit commencement date:

- Preretirement death benefit The later of the death of the active participant or the date the participant would have attained age 55
- Deferred vested benefit The later of age 61 or termination of employment
For former Dresser-Rand participants, age 65, or current age if later
- Disability benefit Upon disablement
- Retirement benefit Upon termination of employment

Form of payment for active participants

For Cash Balance participants who terminate after retirement age eligibility, 25% are assumed to elect an immediate lump sum payment, 20% elect an immediate life annuity, and 55% elect a lump sum payment payable at age 61. Lump sums were valued using the substitution of annuity form under IRS Regulation §1.430(d)-1(f)(4) without application of generational mortality.

For Cash balance participants who terminate prior to retirement age eligibility, 20% are assumed to elect an immediate lump sum payment and 80% elect a lump sum payment at age 61. All other participants are assumed to elect a single life annuity. Annuities were calculated from the cash balance accounts using the required methodology in IRS regulation §1.430(d)-1(f)(5).

For former Dresser-Rand participants, it is assumed that the participant elects the single life annuity.

Form of payment for terminated vested participants

For Cash Balance participants, 80% of those who terminated within two years of the valuation date are assumed to elect an immediate lump sum payment and 20% elect a lump sum payment payable at age 61.

For all other Cash balance participants, it is assumed that 100% elect a lump sum payment at age 61.

All other participants are assumed to elect a life annuity payable at age 61 (age 65 for former Dresser-Rand participants).

Plan Name:	Siemens Pension Plan for Union Employees
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Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Percent married	80% of males; 80% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement. For former Dresser-Rand participants, 85% of males and 55% of females are assumed to be married at retirement.
Spouse age	Wife three years younger than husband
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Actuarial value of assets for determining minimum required contributions	The actuarial value of assets is equal to the market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the prior plan year, discounted using the effective interest rate for the prior plan year.
Benefits not valued	Willis Towers Watson has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any other significant benefits required to be valued that were not.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
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Sources of Data and Other Information

The plan sponsor, through its third party administrator, furnished participant data as of January 1, 2020. Census data changes related to the spinoff of the Energy business were provided on October 9, 2020. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data were adjusted to reflect any significant events that occurred between the date the data were collected and the measurement date. We are not aware of any errors or omissions that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Cash Balance Interest crediting rate	The plan credits interest to cash balance accounts using the 30-year Treasury rate for the August immediately preceding the plan year. The long term estimate of the 30-year Treasury rate, based on current conditions and future economic expectations results in a final assumed interest credit rate of 3.50%.
Lump sum conversion rate	As required by IRC §430, lump sum benefits are valued using "annuity substitution", so that the interest rates assumed are effectively the same as described above for the discount rate.

Assumptions Rationale - Significant Demographic Assumptions

Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	<p>Termination rates were based on an experience study conducted in 2013, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.</p> <p>For former Dresser-Rand participants, termination rates are based on plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by termination patterns different than assumed.</p>

Plan Name:	Siemens Pension Plan for Union Employees
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Retirement

Retirement rates were based on an experience study conducted in 2013, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

For former Dresser-Rand participants, retirement rates are based on plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by retirement patterns different than assumed.

Benefit commencement date for deferred vested benefit

Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.

The mortality table used to calculate the funding target and target normal cost was updated to include one additional year of projected mortality improvement, as required under IRC§430.

The assumed plan-related expenses included in the target normal cost were changed from \$3,691,046 for the prior valuation to \$1,532,929 for the current valuation to account for lower expected expenses to be paid from the trust.

Change in methods since prior valuation

There have been no changes in methods since the prior valuation.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan Siemens Pension Plan for Union Employees	B Three-digit plan number (PN) ▶ 028
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Siemens Corporation	D Employer Identification Number (EIN) 13-2623356
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information
1 Enter the valuation date: Month 01 Day 01 Year 2020	
2 Assets:	
a Market value.....	2a 401,621,640
b Actuarial value.....	2b 401,621,640
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment.....	(1) Number of participants 4,153 (2) Vested Funding Target 227,837,513 (3) Total Funding Target 227,837,513
b For terminated vested participants	1,543 48,179,928 48,179,928
c For active participants.....	954 69,729,817 71,101,671
d Total.....	6,650 345,747,258 347,119,112
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐	
a Funding target disregarding prescribed at-risk assumptions	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b
5 Effective interest rate.....	5 5.69%
6 Target normal cost.....	6 4,482,478

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	Joseph Gamzon, F.S.A, E.A.	12/22/2021
	Signature of actuary	Date
Joseph Gamzon, F.S.A, E.A.		2006924
	Type or print name of actuary	Most recent enrollment number
Willis Towers Watson US LLC		212-915-8888
	Firm name	Telephone number (including area code)
200 Liberty Street		
New York NY 10281		
	Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2020
v. 200204

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	52,463,976
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	12,468,903
9 Amount remaining (line 7 minus line 8)	0	39,995,073
10 Interest on line 9 using prior year's actual return of <u>21.22</u> %	0	8,486,954
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.50</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	48,482,027

Part III Funding Percentages

14 Funding target attainment percentage	14	101.73%
15 Adjusted funding target attainment percentage	15	115.70%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	85.14%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
01/07/2020	0	2,402	06/10/2020	0	2,154
03/02/2020	0	47	06/18/2020	0	997
03/13/2020	0	977	06/18/2020	0	2,393
03/23/2020	0	2,195	06/18/2020	0	1,392
03/23/2020	0	2,084	06/18/2020	0	56
03/30/2020	0	2,286	06/30/2020	0	2,401
04/14/2020	0	2,289	07/07/2020	0	2,345
04/14/2020	0	2,311	07/07/2020	0	2,346
04/22/2020	0	2,312	07/16/2020	0	2,362
04/29/2020	0	2,311	07/24/2020	0	2,238
05/07/2020	0	2,129	07/27/2020	0	2,295
05/15/2020	0	2,393	08/11/2020	0	2,291
05/15/2020	0	2,157	08/11/2020	0	2,269
05/27/2020	0	2,236	08/27/2020	0	2,222
Totals ▶			18(b)	0	18(c) 55,890

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.50 %	3rd segment: 6.27 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 62
23 Mortality table(s) (see instructions)	☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes ☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6)	31a	4,482,478	
b Excess assets, if applicable, but not greater than line 31a	31b	4,482,478	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	0	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35).....	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:	
a Schedule elected	☐ 2 plus 7 years ☐ 15 years
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 8 Funding Balances Elected for Use to Offset Prior Year's Funding Requirement as of January 1, 2020

The 2019 Schedule SB as filed does not reflect the plan sponsor's election to apply the 15-year amortization provisions of the American Rescue Plan Act of 2021 to the 2019 plan year. As allowed by IRS Notice 2021-48, the plan sponsor chose not to refile the Form 5500 for the 2019 plan year to reflect that election. As a result of this decision, Line 8 of the 2020 Schedule SB does not match line 35 of the filed 2019 Schedule SB.

The difference reflects the plan sponsors election on September 16, 2021 to revoke \$3,722,830 of previous funding balance elections to offset the minimum required contribution for the 2019 plan year.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 18
Employee Contributions Made to the Plan for the Plan Year
as of January 1, 2020

Date	Employee Contribution	Applicable Plan Year
09/03/2020	2,246	2020
09/03/2020	2,236	2020
09/11/2020	2,216	2020
09/14/2020	2,221	2020
09/23/2020	2,213	2020
09/29/2020	2,195	2020
11/18/2020	2,208	2020
Total for 2020 Plan Year	71,425	

Plan Name: Siemens Pension Plan for Union Employees
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Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2020

(1)	(2)	(3)	(4)	(5)
Age	Exposure	Retirement Rate	Assumed Number Retiring (2) * (3)	Product (1) x (4)
55	1,000	5.0%	50	2,750
56	950	5.0%	48	2,688
57	902	8.0%	72	4,104
58	830	8.0%	66	3,828
59	764	10.0%	76	4,484
60	688	10.0%	69	4,140
61	619	15.0%	93	5,673
62	526	30.0%	158	9,796
63	368	20.0%	74	4,662
64	294	10.0%	29	1,856
65	265	25.0%	66	4,290
66	199	30.0%	60	3,960
67	139	25.0%	35	2,345
68	104	15.0%	16	1,088
69	88	15.0%	13	897
70	75	100.0%	75	5,250
Weighted Average				61,811

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 Plan Sponsor: Siemens Corporation
 Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Former Dresser-Rand Employees:

Employees with less than 30 years of service

(1) Age	(2) Exposure	(3) Retirement Rate	(4) Assumed Number Retiring (2) * (3)	(5) Product (1) x (4)
55	1,000	3.0%	30	1,650
56	970	3.1%	30	1,680
57	940	3.2%	30	1,710
58	910	3.3%	30	1,740
59	880	3.4%	30	1,770
60	850	5.9%	50	3,000
61	800	6.3%	50	3,050
62	750	26.7%	200	12,400
63	550	9.1%	50	3,150
64	500	10.0%	50	3,200
65	450	100.0%	450	29,250
Weighted Average				62,600

Former Dresser-Rand Employees:

Employees with more than 30 years of service

(1) Age	(2) Exposure	(3) Retirement Rate	(4) Assumed Number Retiring (2) * (3)	(5) Product (1) x (4)
55	1,000	1.0%	10	550
56	990	1.0%	10	560
57	980	2.0%	20	1,140
58	960	2.5%	24	1,392
59	936	2.5%	23	1,357
60	913	2.5%	23	1,380
61	890	4.0%	36	2,196
62	854	12.5%	107	6,634
63	747	10.0%	75	4,725
64	672	10.0%	67	4,288
65	605	100.0%	605	39,325
Weighted Average				63,547

Total Weighted Average Age at Retirement:
Weighted Average Age at Retirement (rounded):

62.308079
62

Plan Name: Siemens Pension Plan for Union Employees
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 Plan Sponsor: Siemens Corporation
 Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

1.1 Plan provisions for Siemens Pension Plan for Union Employees

Plan Provisions

The pension plan became effective January 1, 2001. The plan was amended and restated as of October 1, 2011. Effective December 31, 2010, all benefits accrued under the plan were frozen for participants in the following collective bargaining units:

- Local 124 of the International Brotherhood of Electrical Workers AFL-CIO, Kansas City, MO
- Federation of Independent Salaried Unions (FISU) and its Affiliates reporting out of Detroit, MI, Baltimore, MD or Union, NJ
- Local 2222 of the International Brotherhood of Electrical Workers reporting out of the Boston, MA district
- Federation of Independent Salaried Union (FISU) and its Pittsburgh based Affiliates reporting out of New Kensington, Plum Borough or Churchill, PA
- Local 716 of the International Brotherhood of Electrical Workers, Houston, TX

Effective September 25, 2020, Siemens AG elected to spin off 3,682 participants from the Siemens Pension Plan for Union Employees to the Siemens Energy, Inc. Pension Plan. All former Dresser-Rand participants were included in the spinoff.

The most recent amendment reflected in the following plan provisions was effective March 1, 2019.

Eligibility	January 1 st or July 1 st coincident with or following completion of six months of Vesting Service.
--------------------	---

Definitions

Vesting service	From date of hire.
------------------------	--------------------

Compensation	Eligible compensation includes cash compensation, tax-deferred contributions to the Siemens Savings Plan, bonuses, special pay, overtime pay, shift differential, commissions, salary continuation payments, and Section 125 contributions. Compensation shall not exceed the limit described in IRC section 401(a)(17).
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Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Normal retirement date (NRD) Later of age 65 or the earlier of completion of three years of Vesting Service, termination of employment by reason of permanent layoff, termination of employment following a "period of the Member's disability" of at least 12 months, or transfer to an Affiliated Company outside of the United States that is not an Employing Company.

Cash balance benefit Single life annuity determined by dividing the account balance by an annuity conversion factor based on the lump sum actuarial equivalence.

Account balance established at the later of January 1, 2001 and participation date. Account balance is increased monthly with Pay and Interest Credits.

Interest Credits are based on the 30-year Treasury rate for August immediately preceding the calendar year.

Pay Credits are based on the contribution level of each operating company and vesting service, as follows:

Service	Low	Middle	High
< 5	2.00%	3.00%	4.00%
5 – 9	2.50%	3.75%	5.00%
10 – 14	3.00%	4.50%	6.00%
15 – 19	4.00%	6.00%	8.00%
20 – 24	5.00%	7.50%	10.00%
25 – 29	6.00%	9.00%	12.00%
30 +	7.50%	11.25%	15.00%

Minimum benefit: If a participant was a member of the Siemens Westinghouse Retirement Plan for Union Employees prior to participating in the Plan, then the participant will not receive a benefit less than the Frozen Minimum Benefit accrued under the Career Average Pay formula of that plan.

Effective December 31, 2010, Pay Credits will no longer be credited to the account balances. Interest Credits will continue to be earned.

Eligibility for Benefits

Normal retirement Retirement on NRD.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Postponed retirement	Retirement after NRD.
Deferred vested termination	100% vested with three years of Vesting Service.
Disability	100% vested after 12 months of disability.
Preretirement death benefit	100% vested upon death while active.

Benefits Paid Upon the Following Events

Normal retirement	Account Balance or Actuarially Equivalent annuity payable upon retirement.
Postponed retirement	The cash balance benefit determined as of the actual retirement date.
Deferred vested termination	Account Balance or Actuarially Equivalent annuity payable upon termination.
Disablement	Interest Credits granted until the account is paid out or an annuity payment is elected. No Pay Credits granted.
Preretirement death	Account Balance or Actuarially Equivalent annuity payable to beneficiary.

Other Plan Provisions

Forms of payment	Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants. Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life, and Lump Sum.
Pension Increases	None.
Plan participants' contributions	None.

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SCHEDULE SB ATTACHMENTS

Maximum limits on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

1.2 Plan provisions for Little Rock Retirement Plan

Plan Provisions

The pension plan became effective January 1, 1978. The plan was amended and restated as of October 1, 2006. Effective January 1, 1994, benefits were frozen for all members who were under age 50 as of June 1, 1993. Effective April 1, 2009, the Little Rock Retirement Plan was merged into the Siemens Pension Plan for Union Employees.

As of January 1, 2016, all active former participants of the Little Rock Retirement Plan, were under age 50 as of June 1, 1993. Therefore, there are no participants currently earning accruals under these plan provisions.

Eligibility	No new entrants after December 31, 1993.
--------------------	--

Definitions

Vesting Service	Years in which participant worked at least 1,000 hours.
Benefit Service	<p>Prior to January 1, 1978, all service with predecessor Allis-Chalmers.</p> <p>On and after January 1, 1978, one year for each plan year in which participant has 2,000 or more hours. If participant worked less than 2,000 hours, a partial year is earned based on the ratio of hours to 2,000.</p>
Normal retirement date (NRD)	Age 65 with five years of vesting service.

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Monthly pension benefit

A monthly benefit, payable for life, calculated by multiplying service during specific years by their respective dollar amounts as shown in the following table:

Years	Multiplier
Prior to 1977	\$ 4.00
1977-1979	\$ 6.00
1980-1981	\$ 8.00
1982	\$ 9.00
1983	\$ 10.00
1984-1985	\$ 11.00
1986	\$ 11.50
1987	\$ 12.00
1988	\$ 13.00
1989	\$ 13.50
1990	\$ 14.00
1991	\$ 15.00
1992	\$ 16.00
1993	\$ 17.00
1994	\$ 18.00
1995	\$ 18.50
1996	\$ 19.00
1997	\$ 20.00
1998	\$ 20.50
1999-2000	\$ 21.00
2001	\$ 21.50
2002-2004	\$ 23.00
2005	\$ 24.00
2006	\$ 25.00
2007-2008	\$ 26.00
2009	\$ 28.00
2010	\$ 29.00
2011 and later	\$ 30.00

Eligibility for Benefits

Normal retirement

Retirement on NRD.

Early retirement

Age 60 with five years of credited service.

Postponed retirement

Retirement after NRD.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Deferred vested termination	100% vesting after five years of service.
Disability	Same as deferred vested termination.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits.

Benefits Paid Upon the Following Events

Normal retirement	The monthly pension benefit determined as of NRD.
Early retirement	The accrued pension benefit is reduced 5/9% for each month that commencement starts before age 65.
Postponed retirement	The monthly pension benefit determined as of the actual retirement date.
Deferred vested termination	The accrued pension benefit payable at NRD. If payments commence before age 65 (but no earlier than age 60), such accrued benefit is reduced 5/9% for each month that commencement starts before age 65.
Disablement	None.
Preretirement death	<p>Upon death after early retirement eligibility, the spouse receives a benefit as if the employee terminated or retired on the date of his death with a 50% Joint and Survivor annuity. The spouse's benefit provides that 50% of this benefit will continue to the spouse after the employee's death. An actuarially reduced pension is provided for this optional form of payment.</p> <p>Commencement date: At the time the employee would have attained Early Retirement Eligibility (age 60 with 5 years of service), or immediately if the participant was eligible for an early retirement benefit. Spouse can elect to start at a later date.</p> <p>Form of payment: Survivor portion of the 50% Joint and Survivor annuity.</p>

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

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Other Plan Provisions

Forms of payment	<p>Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants.</p> <p>Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life.</p> <p>Lump sum cash-out: Benefit paid immediately to participant as a lump sum if the actuarial equivalent of the age-65 monthly benefit payable as a Life Annuity is less than \$5,000.</p>
Pension Increases	None.
Plan participants' contributions	None.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.3 Plan provisions for Norwood Union Retirement Plan

Plan Provisions

The pension plan became effective September 1, 1950. The plan was amended and restated as of October 1, 2006. Effective April 1, 2009, the Norwood Union Retirement Plan was merged into the Siemens Pension Plan for Union Employees.

Eligibility

Participation was closed on March 1, 1981.

Definitions

Vesting Service

Plan years in which participant worked at least 1,000 hours.

Credited Service

Credited Service is the sum of an employee's past service credit and his future service credit. Past service is based on calendar years worked. Credit is given for partial years.

Future Service is based on calendar years with 1,600 or more hours worked. Partial credit is given for years with less than 1,600 hours worked.

For participants who were less than age 50 on October 1, 1981, credited service was frozen on that date.

Normal retirement date (NRD)

Age 65 with five years of vesting service.

Annual pension benefit

For employees older than age 50 on October 1, 1981, the annual pension is \$186 times years of credited service.

For employees less than age 50 on October 1, 1981, the annual pension is \$300 times years of credited service as of September 30, 1981.

Currently, all remaining active participants were under age 50 on October 1, 1981.

Eligibility for Benefits

Normal retirement

Retirement on NRD.

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EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

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Early retirement	Age 60 with 10 years of vesting service; age 55 and age plus credited service equals 85 or more; or 30 years of credited service regardless of age. Shutdown/Plant Closing early retirement: Early Retirement shall be available for an employee who is age 55 with 10 years of Credited Service.
Supplemental Allowance	Restriction of future participation in the labor force.
Postponed retirement	Retirement after NRD.
Deferred vested termination	100% vested after five years of service.
Disability	Ten years of credited service.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits.

Benefits Paid Upon the Following Events

Normal retirement	The monthly pension benefit determined as of NRD.
Early retirement	The accrued pension benefit is reduced 4.00% for each of the first two years and 6.67% for each additional year that benefits commence before age 62.
Supplemental Allowance	Supplement to bring total annual payments up to \$6,000 per year until age 62. The amount is reduced if the employee retires with fewer than 30 years of credited service or before age 60. The amount is also further reduced by unreduced Social Security benefits or Social Security Disability payments.
Postponed retirement	The monthly pension benefit determined as of the actual retirement date.
Deferred vested termination	The annual pension is the accrued benefit deferred to age 65. If payments commence before age 65, such accrued benefit is reduced by 5/9% per month.

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Disablement	The annual pension to begin after 6 months of disability is the accrued normal benefit, payable for life, plus an extra \$72.00 times credited service (maximum 25 years) payable until the employee becomes eligible for unreduced Social Security benefits.
Preretirement death	<p>The spouse's benefit is 50% of the employee's reduced 50% Joint and Survivor annuity.</p> <p>Commencement date: At the time the employee would have attained Early Retirement or immediately if the participant was eligible for an early retirement benefit. Spouse can elect to start at a later date.</p>

Other Plan Provisions

Forms of payment	<p>Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants.</p> <p>Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life.</p> <p>Lump sum cash-out: Benefit paid immediately to participant as lump sum if the actuarial equivalent of the age 65 monthly retirement benefit payable as a Life Annuity is less than \$5,000.</p>
Pension Increases	None.
Plan participants' contributions	None.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

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Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

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1.4 Plan provisions for AHU Corporation (Local 724) Deltex Division Hourly Plan

Plan Provisions

The pension plan became effective January 17, 1995. The plan was amended and restated as of October 1, 2006. Except for 4 participants, this group was divested in 2014.

Eligibility

All employees covered by a participating collective bargaining agreement and not considered "Leased Employees". All employees are eligible to participate upon attainment of age 21 and completion of one Year of Service.

Definitions

Year of Service

One year of 12 consecutive months, in which 1,000 hours of service are rendered, including service under the prior plan, calculated from date of hire.

Vesting Service

Equals Years of Service.

Normal retirement date (NRD)

Age 65 and 5 years of participation.

Monthly pension benefit

Pension Credit: One year of 12 consecutive months, in which 1,800 hours of service are rendered, prorated for service over 1,000 hours and partial credit for less than 1,000 hours. Service under the prior plan is included under the plan. Pension Credit is measured from date of hire.

Monthly accrued benefit: A flat dollar amount per year of Pension Credit (not to exceed 35) in accordance with the following schedule:

Date of Retirement	Benefit Multiplier
Prior to 6/4/1997	\$15.00
6/4/1997 – 6/3/1998	\$15.50
6/4/1998 – 6/3/1999	\$16.00
6/4/1999 – 6/3/2001	\$24.00
6/4/2001 – 6/3/2002	\$28.00
6/4/2002 – 6/3/2005	\$30.00
6/4/2005 – 6/3/2008	\$34.00
6/4/2008 – 12/31/2011	\$38.00
1/1/2012 and later	\$42.00

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

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Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Age 55 and 15 years of Pension Credit.
Postponed retirement	Retirement after NRD.
Deferred vested termination	5 Years of Service.
Disability	None.
Preretirement death benefit	5 Years of Service and married for one year prior to death.

Benefits Paid Upon the Following Events

Normal retirement	The monthly pension benefit payable immediately.
Early retirement	Actuarially Equivalent annuity payable upon retirement.
Postponed retirement	The monthly pension benefit determined as of the actual retirement date.
Deferred vested termination	The accrued monthly pension benefit, payable at age 65, or payable on a reduced basis at an age not earlier than age 55.
Disablement	None.
Preretirement death	<p>The amount which would be payable if the participant terminated on his/her date of death, elected payment at the earliest eligibility for early retirement in the form of a qualified joint and survivor annuity, and died prior to the first payment.</p> <p>Commencement date: At the time the employee would have attained early retirement eligibility, or immediately if the participant was eligible for an early retirement benefit.</p>

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	<p>Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants.</p> <p>Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life.</p> <p>Lump Sum Cash-Out: Benefit paid immediately to participant as a lump sum if the Actuarial Equivalent of the age 65 monthly pension benefit payable as a Life Annuity is less than \$5,000.</p>
Pension Increases	None.
Plan participants' contributions	None.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.5 Plan provisions for Demag Delaval Turbomachinery Inc. Local 3355 Turbine Hourly Plan

Plan Provisions

The pension plan became effective January 1, 1973. The plan was amended and restated as of October 1, 2006. Effective July 1, 2009, the Pension Plan for Local 3355 Siemens Demag Delaval Turbomachinery Inc. was merged into the Siemens Pension Plan for Union Employees.

Eligibility Employees hired on or after March 8, 2010 are not eligible to participate in the plan.

Definitions

Continuous Service Elapsed service from date of hire, including service under the prior plan.

Normal retirement date (NRD) Age 65 and 5 years of service.

Monthly pension benefit A flat dollar amount per year and fractional year of Continuous Service for employees retiring in accordance with the following schedule:

Date of Retirement	Benefit Multiplier
1/17/1995 – 8/31/1995	\$24.00
9/1/1995 – 2/11/2001	\$26.50
3/1/2001 – 2/28/2004	\$30.00
3/1/2004 – 2/28/2005	\$33.00
3/1/2005 – 2/28/2006	\$36.00
3/1/2006 – 2/28/2007	\$38.00
3/1/2007 – 3/31/2010	\$44.00
4/1/2010 – 3/31/2011	\$46.00
4/1/2011 – 3/31/2012	\$48.00
4/1/2012 – 3/31/2013	\$50.00
4/1/2013 - 3/31/2016	\$53.00
4/1/2016 and later	\$55.00

Plan Name: Siemens Pension Plan for Union Employees
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Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

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Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Age 55 and age plus full years of Continuous Service equals 75.
Postponed retirement	Retirement after NRD.
Deferred vested termination	100% vested after five years of Continuous Service.
Disability	No disability retirement benefit for employees who become disabled after January 1, 2003.
Preretirement death benefit	Vested and married for one year period prior to death.

Benefits Paid Upon the Following Events

Normal retirement	The monthly pension benefit payable immediately.
Early retirement	Normal Retirement Benefit reduced 4% per year before age 62. If a participant retires with 30 or more years of Continuous Service, the normal retirement benefit is paid without reduction.
Postponed retirement	The monthly pension benefit determined as of the actual retirement date.
Deferred vested termination	The monthly pension benefit, payable unreduced at age 65 or payable on a reduced basis at an age not earlier than age 55.
Disablement	Participant is treated as a deferred vested termination, or retirement.
Preretirement death	The amount which would be payable if the participant terminated on his/her date of death, elected payment at the earliest eligibility for early retirement in the form of a 50% Joint and Survivor annuity, and died prior to the first payment.

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EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

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Other Plan Provisions

Forms of payment	<p>Normal form: Unreduced 50% Joint and Survivor Annuity for married participants, and single life annuity for unmarried participants.</p> <p>Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life, Level Income Option.</p> <p>Lump Sum Cash-Out: Benefit paid immediately to participant as a lump sum if the Actuarial Equivalent of the age 65 monthly retirement benefit payable is less than \$5,000.</p>
Pension Increases	None.
Plan participants' contributions	None.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.6 Plan provisions for Electrical Products Distributor Group Union Retirement Plan

Plan Provisions

The pension plan became effective February 1, 1983. The plan was amended and restated as of October 1, 2006. No employee hired or rehired in Unit 471 on or after November 16, 2007 will be eligible for participation in this Retirement Plan. Effective March 31, 2010, the Electrical Products Plan was merged into the Siemens Pension Plan for Union Employees.

Eligibility Any Employee who is employed within an Employing Unit which is covered under the Plan is eligible to participate in the Plan. For Unit 408, 231, and 411, first day of the month coincident with or next following the completion of 90 days of Vesting Service.

Definitions

Vesting Service Vesting Service shall be based on the period of a Participant's employment by the Company, any other Affiliated Company or any Predecessor Company.

Benefit Service Elapsed time from date of participation.

Earnings Participant's total compensation received from the Company or any other Affiliated Company as reported on the federal W-2 form. Compensation shall not exceed the limit described in IRC section 401(a)(17).

Normal retirement date (NRD) Age 65.

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Annual pension benefit

The annual retirement income earned for any calendar year is a "Percent A" multiplied by earnings up to the "Breakpoint" plus a "Percent B" multiplied by earnings in excess of the "Breakpoint". "Percent A," "Percent B" and "Breakpoint" are as follows:

Unit Number	Effective Date	Percent A	Percent B	Break-point	Annual Minimum Benefit
211	6/1/1957	0.75%	1.50%	\$ 4,200	\$ 222
	5/15/1970	1.00%	2.00%	\$ 4,800	\$ 222
	1/1/2003	2.00%	2.00%	\$ 4,800	\$ 312
231	7/1/1966	1.00%	1.50%	\$ 4,800	\$ 354
408	7/1/1966	1.00%	1.50%	\$ 4,800	\$ 384
441	1/1/1975	1.00%	1.50%	SSWB	\$ 0
	1/1/2004	1.50%	1.50%	SSWB	\$ 0
463	1/1/1969	1.00%	1.50%	SSWB	\$ 0
471	1/1/1972	1.00%	1.50%	SSWB	\$ 0

This benefit is then subject to a minimum benefit of "Annual Minimum Benefit" per year of benefit service.

Eligibility for Benefits

Normal retirement

Retirement on NRD.

Early retirement

Age 55 with 10 years of vesting service.

Postponed retirement

Retirement after NRD.

Deferred vested termination

100% vested after five years of service.

Disability

Age 55 and 10 years of service, or 20 years of service regardless of age (except for unit 211 whose only requirement is 10 years of service regardless of age).

Preretirement death benefit

5 years of service.

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Benefits Paid Upon the Following Events

Normal retirement	The annual pension benefit payable immediately.
Early retirement	The annual pension is the accrued benefit reduced 4% for each of the first five years and 6% for each additional year that benefits commence before age 65. For Unit 211, the benefit is reduced 3% for each year that benefits commence before age 65.
Postponed retirement	The annual pension benefit determined as of the actual retirement date.
Deferred vested termination	The annual pension is the accrued benefit deferred to age 65. If payments commence before age 65, such accrued benefit is reduced.
Disablement	The annual pension to begin after 6 months of disability is the accrued normal benefit, reduced by benefits relating to the disability paid to him by law, except for Social Security disability benefits or any military service pension.
Preretirement death	The amount which would be payable if the participant terminated on his/her date of death, elected payment at the earliest eligibility for early retirement in the form of an 50% Joint and Survivor annuity, and died prior to the first payment. At a minimum, return of accumulated employee contributions, if any.

Other Plan Provisions

Forms of payment	<p>Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants.</p> <p>Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life.</p> <p>Lump Sum Cash-Out: Benefit paid immediately to participant as a lump sum if the Actuarial Equivalent of the age 65 monthly retirement benefit payable as a Life Annuity is less than \$5,000.</p>
Pension Increases	None.
Plan participants' mandatory contributions	Mandatory employee contributions have been made in the past for certain employees. These participants who terminate without entitlement to any other benefit shall receive a refund of their contributions plus credited interest. Also, if any such participant should die before he has received benefits (excluding disability income received prior to age 65) which equal in value to his

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contributions plus credited interest, the difference shall be paid to the beneficiary.

**Maximum limits
on benefits and
pay**

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

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1.7 Plan provisions for Jackson Retirement Plan

Plan Provisions

The pension plan became effective January 1, 1978. The plan was amended and restated as of January 1, 2010. Effective March 31, 2010, the Jackson Retirement Plan was merged into the Siemens Pension Plan for Union Employees.

Eligibility	Participation is closed to employees hired on or after May 22, 2009.
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Definitions

Vesting Service	Plan years in which the participant works at least 1,000 hours. Fractional years are given if less than 1,000 hours.
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Credited Service	Calendar years in which the participant works at least 2,000 hours. Fractional years are given if less than 2,000 hours.
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Compensation	A member's base hourly rate determined as of December 31 of each year multiplied by 2,080
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Normal retirement date (NRD)	Age 65 with 5 years of vesting service.
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Annual pension benefit	The annual benefit is 1.2% of annual compensation during each year of credited service, plus 1% of annual compensation in excess of \$9,000.
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The total benefit is subject to a minimum of 1% of the average of the highest 5 consecutive years of pay out of the most recent 10 years (but not less than \$120 nor more than \$180) multiplied by total years of credited service.

Eligibility for Benefits

Normal retirement	Retirement on NRD.
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Early retirement	Age 55 with 10 years of credited service. Eligible for supplemental early retirement benefit at age 60 with 10 years of credited service.
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Postponed retirement	Retirement after NRD.
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Deferred vested termination	100% vested after five years of service.
Disability	10 years of credited service.
Preretirement death benefit	5 years of service and married for at least one year.

Benefits Paid Upon the Following Events

Normal retirement	The accrued benefit payable immediately.
Early retirement	The accrued benefit is reduced 5/9% for each month that commencement precedes age 62. Supplemental benefit of \$72 for each year of credited service (maximum of 25 years), payable prior to age 62, if eligible.
Postponed retirement	The annual pension benefit determined as of the actual retirement date.
Deferred vested termination	The annual pension is the accrued benefit deferred to age 65. If payments commence before age 65, such accrued benefit is reduced in the same manner as the early retirement benefit.
Disablement	Accrued pension benefit at time of disability (without regard to the minimum) reduced by 5/9% for each month by which commencement precedes age 62, provided such reduction shall not exceed 12%; plus \$75 per month payable until eligible for unreduced Social Security benefits.
Preretirement death	The amount which would be payable if the participant terminated on his/her date of death, elected payment at the earliest eligibility for early retirement in the form of an 50% Joint and Survivor annuity, and died prior to the first payment.

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Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

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Other Plan Provisions

Forms of payment	<p>Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants.</p> <p>Optional forms: 75% Joint and Survivor</p> <p>Lump Sum Cash-Out: Benefit paid immediately to participant as a lump sum if the Actuarial Equivalent of the age 65 monthly retirement benefit payable as a Life Annuity is less than \$5,000.</p>
Pension Increases	<p>None.</p>
Plan participants' contributions	<p>A participant must contribute 3% of each year's earnings which are in excess of \$9,000.</p>
Maximum limits on benefits and pay	<p>All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.</p>

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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1.8 Dresser-Rand Company Olean, New York Pension Plan for Patternmakers (SubPlan 201)

Effective Date of Plan

October 1, 1992. Frozen as of March 31, 1996. Amended November 17, 2014 and most recently amended February 24, 2016.

Employees Eligible for Participation

An hourly employee represented by the union becomes a participant immediately upon date of hire.

Participation Service

Prior to January 1, 1987

All accrued years of service (including fractional portions) with the company from date of hire as calculated under the prior plan or any predecessor plan.

On or After January 1, 1987

Participation service is credited from the later of January 1, 1987, or the date employment commences and ends on the earlier of the day the participant terminates, retires, dies, or reaches the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Participants on an authorized leave of absence due to layoff with less than five years of participation service will accrue up to two more years of participation service before incurring severance from service. Participants on an authorized leave of absence due to layoff with five or more years of participation service will accrue up to five more years of participation service before incurring severance from service.

Participants on an authorized leave of absence due to occupational injury or disease will accrue additional years of participation service while receiving Workers' Compensation.

Benefit Accrual Service

Prior to January 1, 1987

All accrued years of service (including fractional portions) with the company from date of hire up to January 1, 1987, as calculated under the prior plan or any predecessor plan.

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On or After January 1, 1987

Benefit accrual service is credited from the later of January 1, 1987, or the date employment commences and ends on the earlier of the day the participant terminates, retires, dies, or reaches the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Benefit accrual service will be credited for service after a participant reaches his normal retirement date.

Participants on an authorized leave of absence due to layoff with less than five years of participation service will accrue up to two more years of benefit accrual service before incurring severance from service. Participants on an authorized leave of absence due to layoff with five or more years of participation service will accrue up to five more years of benefit accrual service before incurring severance from service.

Participants on an authorized leave of absence due to occupational injury or disease will accrue additional years of benefit accrual service while receiving Workers' Compensation.

Accrued Benefit

A monthly benefit equal to years of benefit accrual service times the benefit accrual rate from the following table based on date of termination, reduced by any amount of normal retirement benefits payable under the terms of the prior Dresser Industries Plan:

Period of Termination	Benefit Accrual Rate
1/1/87 to 9/30/90	\$18.00
10/1/90 to 9/30/91	\$19.00
10/1/91 to 9/30/92	\$19.50
10/1/92 to 10/14/93	\$20.00
10/15/93 to 10/14/94	\$20.50
10/15/94 to 10/14/95	\$21.00
10/15/95 to 7/14/96	\$22.00
7/15/96 to 7/14/97	\$23.00
7/15/97 and thereafter	\$24.00

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Normal Retirement Benefit

Normal Retirement Date The last day of the month during which a participant reaches age sixty-five and completes five years of participation service.

Normal Retirement Benefit A monthly benefit payable for life equal to the accrued benefit.

Early Retirement Benefit

Early Retirement Date Any date after the participant reaches age fifty-five and completes at least ten years of participation service.

Early Retirement Benefit The accrued benefit reduced actuarially for each month that commencement of payments precedes the participant's normal retirement date, for employees who have not attained age sixty-two with thirty years of participation service.

A participant may receive unreduced benefits if he retires after attaining age sixty-two and completing thirty years of participation service.

Termination Benefit

Eligibility 100% vesting after five years of participation service.

Vested Benefit The accrued benefit multiplied by the vesting percent. At the participant's request an actuarially reduced benefit may be payable at age fifty-five after completion of ten years of participation service.

Disability Benefit

Eligibility Participants who become totally and permanently disabled after the completion of ten years of participation service.

Disability Benefit A monthly benefit payable temporarily to age sixty-five for disabled Participants equal to the accrued benefit to be reduced by the amount of any monthly company-paid sickness and accident benefits payable to such a disabled pensioner.

At age sixty-five, the benefit is recalculated using the benefit accrual rates in effect at age sixty-five and service to date of disability.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Pre-Retirement Death Benefits

Spouses Eligible

Spouses of participants who die with completion of five years of participation service.

Spouse's Benefit

In the case of the participant who dies (i) after age sixty-five or (ii) after attaining age fifty-five and completing ten years of participation service, an amount which would have been payable to the participant's spouse had the participant retired on the day before his death with a fifty percent surviving spouse's form in effect.

In the case of the participant who dies before age fifty-five or before completing ten years of participation service, an amount which would have been payable to the spouse had the participant terminated on the earlier of his actual termination date or his date of death, survived to the earliest age at which the participant could have elected to retire, retired at such age, and died the following day with a fifty percent surviving spouse's form in effect.

The benefit commences the first day of the month coincident with or next following the date on which the participant dies if the participant had attained age sixty-five or attained age fifty-five and completed ten years of participation service or, if later, on which the participant could have elected to retire.

If the participant had ten years of participation service before his death the spouse's pension shall be no less than \$100 per month. In addition, the spouse shall begin receiving a \$100 per month pension beginning on the first day of the month following the date of death.

Supplemental Retirement Benefit:

Eligibility

A participant who is eligible to receive a normal or early retirement benefit.

Benefit Amount

An amount equal to the weekly base earnings (40 times the hourly base rate) times 13, reduced by the number of weeks of vacation pay received in the year of retirement. The benefit is payable in a lump sum amount the month following retirement.

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EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Normal Form of Payment

Actuarially reduced 50% joint and survivor annuity (seven percent maximum reduction) if married on the date payments commence; life annuity if single.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.9 Dresser-Rand Company Olean, New York Pension Plan for Local No. 4601 United Steelworkers (SubPlan 202)

Effective Date of Plan

September 22, 1992. Amended June 15, 2003, January 1, 2006, June 15, 2008, June 15, 2011, June 19, 2013, November 17, 2014, and most recently amended February 24, 2016.

Employees Eligible for Participation

An hourly employee represented by the union becomes a participant immediately upon date of hire. There will be no new entrants into the plan after July 21, 2011.

Participation Service

Prior to January 1, 1987

All accrued years of service (including fractional portions) with the company from date of hire as calculated under the prior plan or any predecessor plan.

On or After January 1, 1987

Participation service is credited from the later of January 1, 1987, or the date employment commences and ends on the earlier of the day the participant terminates, retires, dies, or reaches the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Participants on an authorized leave of absence due to layoff with less than five years of participation service will accrue up to two more years of participation service before incurring severance from service. Participants on an authorized leave of absence due to layoff with five or more years of participation service will accrue up to five more years of participation service before incurring severance from service.

Participants on an authorized leave of absence due to occupational injury or disease will accrue additional years of participation service while receiving Workers' Compensation.

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Valuation Date	January 1, 2020

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Benefit Accrual Service

Prior to January 1, 1987

All accrued years of service (including fractional portions) with the company from date of hire up to January 1, 1987, as calculated under the prior plan or any predecessor plan.

On or After January 1, 1987

Benefit accrual service is credited from the later of January 1, 1987, or the date employment commences and ends on the earlier of the day the participant terminates, retires, dies, or reaches the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Benefit accrual service will be credited for service after a participant reaches his normal retirement date.

Participants on an authorized leave of absence due to layoff with less than five years of participation service will accrue up to two more years of benefit accrual service before incurring severance from service. Participants on an authorized leave of absence due to layoff with five or more years of participation service will accrue up to five more years of benefit accrual service before incurring severance from service.

Participants on an authorized leave of absence due to occupational injury or disease will accrue additional years of benefit accrual service while receiving Workers' Compensation.

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EIN / PN:	13-2623356/028
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Accrued Benefit

A monthly benefit equal to years of benefit accrual service times the benefit accrual rate from the following table based on date of termination, reduced by any amount of normal retirement benefits payable under the terms of the prior Dresser Industries Plan:

Period of Termination	Benefit Accrual Rate
9/22/92 to 9/14/93	\$20.00
9/15/93 to 9/14/94	\$20.50
9/15/94 to 9/14/95	\$21.00
9/15/95 to 6/14/96	\$22.00
6/15/96 to 6/14/97	\$23.00
6/15/97 to 6/14/98	\$24.00
6/15/98 to 6/14/99	\$25.00
6/15/99 to 6/14/00	\$26.00
6/15/00 to 6/14/01	\$27.00
6/15/01 to 6/14/02	\$28.00
6/15/02 to 6/14/03	\$29.00
6/15/03 to 6/14/04	\$31.00
6/15/04 to 6/14/05	\$31.50
6/15/05 to 6/14/06	\$32.00
6/15/06 to 6/14/07	\$32.50
6/15/07 to 6/14/08	\$33.00
6/15/08 to 6/14/09	\$33.75
6/15/09 to 6/14/10	\$34.50
6/15/10 to 6/14/11	\$35.25
6/15/11 to 6/14/14	\$35.50
6/15/14 to 6/14/15	\$36.25
6/15/15 to 6/14/16	\$37.00
6/15/16 to 6/14/17	\$37.75
6/15/17 and thereafter	\$39.75

Normal Retirement Benefit

Normal Retirement Date

The last day of the month during which a participant reaches age sixty-five and completes five years of participation service.

Normal Retirement Benefit

A monthly benefit payable for life equal to the accrued benefit.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Early Retirement Benefit

Early Retirement Date	Any date after the participant reaches age fifty-five and completes at least ten years of participation service.
Early Retirement Benefit	<p>The accrued benefit reduced actuarially for each month that commencement of payments precedes the participant's normal retirement date, for employees who have not attained age sixty-two with thirty years of participation service.</p> <p>A participant may receive unreduced benefits if he retires after attaining age sixty-two and completing thirty years of participation service.</p>

Termination Benefit

Eligibility	100% vesting after five years of participation service.
Vested Benefit	The accrued benefit multiplied by the vesting percent. At the participant's request an actuarially reduced benefit may be payable at age fifty-five after completion of ten years of participation service.

Disability Benefit

Eligibility	Participants who become totally and permanently disabled after the completion of ten years of participation service prior to October 1, 2011. Participants who become disabled after this date are not eligible for disability benefits under the pension plan.
Disability Benefit	<p>A monthly benefit payable temporarily to age sixty-five for disabled Participants equal to the accrued benefit to be reduced by the amount of any monthly company-paid sickness and accident benefits payable to such a disabled pensioner.</p> <p>At age sixty-five, the benefit is recalculated using the benefit accrual rates in effect at age sixty-five and service to date of disability.</p>

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

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Pre-Retirement Death Benefits

Spouses Eligible	Spouses of participants who die with completion of five years of participation service.
Spouse's Benefit	<p>In the case of the participant who dies (i) after age sixty-five or (ii) after attaining age fifty-five and completing ten years of participation service, an amount which would have been payable to the participant's spouse had the participant retired on the day before his death with a fifty percent surviving spouse's form in effect.</p> <p>In the case of the participant who dies before age fifty-five or before completing ten years of participation service, an amount which would have been payable to the spouse had the participant terminated on the earlier of his actual termination date or his date of death, survived to the earliest age at which the participant could have elected to retire, retired at such age, and died the following day with a fifty percent surviving spouse's form in effect.</p> <p>The benefit commences the first day of the month coincident with or next following the date on which the participant dies if the participant had attained age sixty-five or attained age fifty-five and completed ten years of participation service or, if later, on which the participant could have elected to retire.</p> <p>If the participant had ten years of participation service before his death the spouse's pension shall be no less than \$100 per month. In addition, the spouse shall begin receiving a \$100 per month pension beginning on the first day of the month following the date of death.</p>

Supplemental Retirement Benefit:

Eligibility	A participant who is eligible to receive a normal or early retirement benefit.
Benefit Amount	An amount equal to the weekly base earnings (40 times the hourly base rate) times 13, reduced by the number of weeks of vacation pay received in the year of retirement. The benefit is payable in a lump sum amount the month following retirement.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

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Normal Form of Payment

Actuarially reduced 50% joint and survivor annuity (seven percent maximum reduction) if married on the date payments commence; life annuity if single.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.10 Dresser-Rand Company Painted Post Pension Plan (SubPlan 203)

Effective Date of Plan

July 21, 1990. This is the date of the merger of the defined contribution (Plan 004) and defined benefit plan (Plan 002-3). Amended November 17, 2014, February 24, 2016, and most recently amended March 16, 2016.

Employee

Any person employed by the Company and who is covered by the collective bargaining agreement between the Company and the Union. The plan was closed to new entrants effective April 16, 2013.

Eligibility for Participation

Participants in the former defined contribution plan (Plan 004) or a participant in the defined benefit plan (Plan 002-3) shall participate as of the effective date.

All other employees shall become participants on the July 1 or January 1 coincident with or next following their completion of one year of service. Employees who have completed one year of service as of the effective date shall be participants as of the effective date.

Year of Vesting Service

The total period of time which elapses while an employment relationship exists between such person and Dresser-Rand or an affiliated company. For every twelve months during which the requisite employment relationship exists, whether or not consecutive, the person is credited with a year of vesting service. Partial years of vesting service are credited on the basis of 1/12th of a year for each month during the period. An employee's years of vesting service shall also include his years earned under the prior plan as of December 31, 1986.

Year of Credited Service

The total period of time which elapses while such person is an employee. For every twelve months as an employee, whether or not consecutive, the employee is credited with a year of credited service. Partial years of credited service are credited on the basis of 1/12th of a year for each month during the period.

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Valuation Date	January 1, 2020

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Accrued Benefit

The monthly accrued retirement benefit of a participant shall be determined according to (a) or (b) below whichever is applicable:

- a) An amount equal to the excess, if any, of (i) over (ii).
 - (i) Benefit Accrual Rate multiplied by his years of credited service. Benefit Accrual Rate is determined from the following table based on date of termination.

Date of Termination	Benefit Accrual Rate
7/21/90 to 7/21/91	\$18.50
7/22/91 to 7/19/92	19.00
7/20/92 to 8/31/93	19.50
8/31/93 to 8/30/94	20.50
8/31/94 to 8/30/95	21.00
8/31/95 to 8/30/96	21.75
8/31/96 to 8/30/97	22.75
8/31/97 to 8/30/98	23.50
8/31/98 to 8/15/99	24.50
8/16/99 to 8/15/00	25.50
8/16/00 to 8/15/01	26.50
8/16/01 to 8/15/02	27.50
8/16/02 to 8/15/03	28.50
8/16/03 to 8/6/04	29.50
8/7/04 to 8/6/05	30.50
8/7/05 to 8/6/06	31.25
8/7/06 to 11/8/09	32.00
11/9/09 to 9/30/10	32.65
10/1/10 to 9/30/11	33.50
10/1/11 to 2/28/13	34.25
3/1/13 to 2/28/14	34.90
3/1/14 to 2/28/15	35.55
3/1/15 to 2/28/16	36.20
3/1/16 to 2/28/19	37.45
3/1/19 and thereafter	39.45

If an employee retires during the current contract period, their Benefit Accrual Rate increases each year until the ultimate rate is reached for that contract period.

Any employee who retires between August 3, 2007 and the contract ratification date will be eligible for benefit improvements.

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- (ii) The single life annuity value of the participant's accrued benefit under the Ingersoll-Rand Hourly Pension Plan determined as of December 31, 1986.

In the event a participant's benefit commences prior to his normal retirement date, the single life annuity value determined under this paragraph (ii) shall be reduced by .694% per month for each month up to the first sixty months and .347% per month for each month in excess of sixty, that the commencement of payments precedes the participant's normal retirement date.

- b) The single life annuity which is the actuarial equivalent of the greater of (i) or (ii):
 - (i) Participant's actual defined contribution account balance as of the valuation date immediately preceding commencement of payment of benefits; or
 - (ii) Participant's theoretical defined contribution account balance as of the date in (i) alone based on the assumption the account balance earned 120% of the federal mid-term rate in effect on the first day of each plan year beginning after December 31, 1990.

If benefits commence before normal retirement date, the equivalent single life annuity based on the account balance shall be equal to a deferred annuity to begin payment at normal retirement date, but reduced by .5% for each month the payment commencement date precedes the normal retirement date.

Normal Retirement Benefit

Normal Retirement Date	A participant's sixty-fifth birthday.
Normal Retirement Benefit	A monthly benefit payable for life equal to the accrued benefit.

Early Retirement Benefit

Early Retirement Eligibility Date	The last day of the first calendar month in which a participant has both attained age fifty-five and completed fifteen years of vesting service.
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Early Retirement Date

Last date of any month after the early retirement eligibility date, but before the normal retirement date in which a participant terminates employment.

Early Retirement Benefit

The accrued benefit determined as of the early retirement date and determined according to (a) and (b) below:

- a) In full commencing on the last day of the month succeeding the month that includes his normal retirement date; or
- b) Commencing on the last day of the month succeeding the month that includes the early retirement date, or on the last day of any calendar month thereafter, but not later than the commencement date specified in (a) above. If the participant elects to have the benefits commence earlier than the commencement date specified in (a) above, the early retirement benefit shall be equal to the accrued benefit calculated as follows:
 - (i) The amount of the participant's accrued benefit determined in accordance with the formula specified in Section (a)(i) of the accrued benefit definition above shall be reduced by .5% per month for each month that the participant's early retirement date precedes the normal retirement date.
 - (ii) The amount determined in (i) above shall then be reduced by the amount determined in accordance with Section (a)(ii) of the accrued benefit definition above.
 - (iii) The amount determined in (ii) above shall then be divided by a factor equal to one minus the product of (A) times (B), where (A) equals .5% and (B) equals the number of months that the participant's early retirement date precedes the normal retirement date.
 - (iv) The amount determined in (iii) above shall then be reduced by .5% per month for each month that the commencement of benefit payments precedes the normal retirement date.

An employee whose early retirement date occurs no earlier than the last day of the calendar month in which he attains age sixty-two and completes thirty years of credited service, shall be eligible to receive his early retirement benefits without reduction.

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Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

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Late Retirement Benefit

Late Retirement Date	The last day of any calendar month following the participant's normal retirement date.
Late Retirement Benefit	The late retirement benefit of a participant shall be equal to his accrued benefit determined as of his normal retirement date and shall not be less than the participant's normal retirement benefit.

Termination Benefit

Eligibility	100% vesting after five years of vesting service.
Vested Benefit	The vested benefit shall be payable commencing on the last day of the month succeeding the month that includes the participant's normal retirement date. However, if the former participant has at least fifteen years of vesting service and has attained at least age fifty-five, his pension benefits may commence at the end of any month prior to his attaining age sixty-five in an amount reduced by .694% per month for each month up to the first sixty months, and .347% per month for each month in excess of sixty, that the commencement of payments precedes the commencement date specified immediately above.

Disability Benefit

Eligibility	100% vested after five years of vesting service and became disabled prior to July 1, 2013. Participants who become disabled after this date are not eligible for disability benefits under the pension plan.
Disability Benefit	The vested benefit shall be payable commencing on the last day of the month succeeding the month that includes the participant's normal retirement date. However, if the former participant has at least fifteen years of vesting service and has attained at least age fifty-five, his pension benefits may commence at the end of any month prior to his attaining age sixty-five in an amount reduced by .694% per month for each month up to the first sixty months, and .347% per month for each month in excess of sixty, that the commencement of payments precedes the commencement date specified immediately above.

Plan Name:	Siemens Pension Plan for Union Employees
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Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

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Surviving Spouse Benefit

- a) The benefit payable to a surviving spouse of a participant who dies prior to retirement, but after having reached eligibility for early retirement shall be:
 - (i) In the event of a participant who dies prior to his normal retirement date, the greater of (A) forty percent of the participant's accrued benefit determined as of his date of death; or, (B) fifty percent of the participant's accrued benefit as of his date of death multiplied by the appropriate percentage calculated in accordance with Section 5.2(b) of the Plan to convert the benefit to a qualified joint and survivor annuity option. Such benefit shall be reduced by the .5% per month reduction specified under the terms of the early retirement benefits of the Plan.
 - (ii) In the event of a participant who dies after his normal retirement date, his surviving spouse shall be entitled to receive the survivor benefit under the qualified joint and survivor annuity.

The surviving spouse benefit payable under this section shall be payable commencing on the last day of the month succeeding the month during which the participant dies unless his spouse elects a later date on which benefits will commence, and will terminate on the last day of the month during which the spouse dies.

- b) The benefit payable to the surviving spouse of a participant who becomes eligible to receive benefits after having achieved a non-forfeitable right to his accrued benefit, but is not eligible under (a) above shall be:
 - (i) In the case of the death of a participant prior to his termination of employment, the benefit that would have been payable to the surviving spouse if the participant had terminated from service on the date of his death, had survived to his early retirement eligibility date and had elected the qualified joint and survivor annuity form of payment.
 - (ii) In the case of the death of a participant after termination of employment, the benefit that would have been payable to the surviving spouse if the participant had elected to receive benefits commencing at the earliest possible date under the provisions of vested benefit section of the Plan, or on the date of his death, if later, and he had elected the qualified joint and survivor annuity form of payment.

The surviving spouse benefit payable under this section (b) shall commence on the last day of the month succeeding the month in which the participant would first have been eligible to commence benefits in accordance with the vested benefit section, unless his spouse elects a later date on which benefits will commence, and shall be reduced in accordance with the vested benefit section for commencement prior to what would have been the participant's normal retirement date. The benefit will terminate on the last day of the month during which the spouse dies.

A participant who is eligible for surviving spouse benefit coverage under section (b), may make a qualified election to waive the surviving spouse benefit coverage, provided such election is made within the qualified election period. His election not to take such a benefit may be revoked at any time prior to the date of his death. All such elections shall become effective upon receipt by the Benefits Committee.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

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Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

The dollar per month multiplier was updated from \$37.45 to \$39.45 based on the most recent collect bargaining agreement. There have been no other changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.11 Dresser-Rand Company Pension Plan for I.A.M., Moore Lodge No. 1580, Turbodyne Operations, Wellsville, New York (SubPlan 204)

Effective Date of Plan

August 16, 1992. Frozen as of May 31, 1995. Amended November 17, 2014 and most recently amended February 24, 2016.

Employees Eligible for Participation

An hourly employee represented by the union becomes a participant immediately upon date of hire.

Participation Service

Prior to November 1, 1984

All accrued years of service and fractions thereof credited as of November 1, 1984, under the terms of the predecessor plan.

On or After November 1, 1984

Participation service is credited from the later of November 1, 1984, or the date employment commences and ends on the earlier of the day the participant terminates, retires, dies, or reaches the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Participants on a leave of absence due to layoff will accrue up to two more years of participation service before incurring severance from service.

Participants on a leave of absence due to disability will accrue additional years of participation service while receiving Workers' Compensation.

Participants on a leave of absence due to non-occupational disability which is not compensable will accrue up to four more years of participation service before incurring severance from service.

Benefit Accrual Service

Prior to November 1, 1984

All accrued years of service and fractions thereof credited as of November 1, 1984, under the terms of the predecessor plan.

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Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

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On or After November 1, 1984

Benefit accrual service is credited from the later of November 1, 1984, or the date employment commences and ends on the earlier of the day the participant terminates, retires, dies, or reaches the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Benefit accrual service will be credited for service after a participant reaches his normal retirement date.

Participants on a leave of absence due to lay-off will accrue up to two more years of benefit accrual service before incurring severance from service.

Participants on a leave of absence due to disability will accrue additional years of benefit accrual service while receiving Workers' Compensation.

Participants on a leave of absence due to non-occupational disability which is not compensable will accrue up to four more years of benefit accrual service before incurring severance from service.

Benefit accrual service was frozen as of May 31, 1995.

Accrued Benefit

A monthly benefit for participants terminating on or after August 16, 1989, equal to years of benefit accrual service, not in excess of forty years, times the benefit accrual rate from the following table based on date of termination:

Period of Termination	Benefit Accrual Rate
8/16/89 to 8/15/90	\$18.50
8/16/90 to 8/15/91	\$19.00
8/16/91 to 8/15/92	\$19.50
8/16/92 to 8/15/93	\$20.00
8/16/93 to 8/15/94	\$20.50
8/16/94 and thereafter	\$21.00

This benefit is reduced by any monthly Workers' Compensation benefit payable to a participant.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

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Normal Retirement Benefit

Normal Retirement Date

Prior to January 1, 1988 The last day of the month during which a participant reaches age sixty-five and completes ten years of participation service.

On or After January 1, 1988 The last day of the month during which a participant reaches age sixty-five and completes five years of participation service.

Normal Retirement Benefit A monthly benefit payable for life equal to the accrued benefit.

Full Early Retirement Benefit

Full Early Retirement Date Any date after the participant reaches age sixty-two and completes at least twenty years of participation service.

Full Early Retirement Benefit A monthly benefit payable for life equal to the accrued benefit.

Regular Early Retirement Benefit

Regular Early Retirement Date Any date after the participant reaches age sixty and completes at least ten years of participation service.

Regular Early Retirement Benefit The accrued benefit actuarially reduced for each month the commencement of payments precedes the participant's normal retirement date.

Special Early Retirement Benefit

Eligibility Completion of ten years of participation service and either attainment of age fifty-five where age plus service is greater than or equal to seventy, or where age plus service is greater than or equal to eighty and termination due to permanent shutdown, layoff or disability.

Benefit Amount The accrued benefit plus a temporary benefit equal to \$100.00 per month payable until the participant becomes eligible for an unreduced public pension.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Termination Benefit

Eligibility	100% vesting after five years of participation service.
Vested Benefit	The accrued benefit, excluding increases in benefit levels which become effective after the termination date, multiplied by the vesting percent. At the participant's request, a reduced benefit may be payable at age sixty after completion of ten years of participation service.

Disability Benefit

Eligibility	Participants who become totally and permanently disabled after the completion of ten years of participation service.
Disability Benefit	A monthly benefit equal to the greater of the accrued benefit or \$150.00 plus a temporary benefit equal to \$100.00 per month payable until the participant becomes eligible for an unreduced public pension. Upon eligibility for an unreduced public pension the \$150.00 minimum no longer applies.

Special Retirement Benefit

In all cases of retirement, except disability retirement and on a deferred vested pension.

A lump sum payment of \$2,200.00 for retirement on or after August 16, 1989, \$2,100.00 for retirement prior to August 16, 1989, paid within the first full calendar month following the month in which retirement occurs in lieu of the first three months of benefit payments.

Survivor Benefit

Spouses Eligible	Spouses of active participants who die after the completion of fifteen years of service or terminate due to retirement but defer commencement of benefits and spouses of retired participants who die prior to age sixty-five.
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Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Spouse's Benefit

The monthly benefit is equal to (1) fifty percent of the amount of the regular pension paid to a pensioner, or (2) fifty percent of the regular pension amount that would have been payable if the deceased active participant had been age sixty-five and had retired on the date of his death, or (3) if greater, \$140. If the spouse is age sixty-five or more, or later attains age sixty-five, the benefit is reduced by fifty percent of the widow's or widower's unreduced Social Security benefit payable at such age, but the minimum benefit payable after such reduction is \$90.

REA Death Benefits

Spouses Eligible

Spouses of participants who die with completion of five years of participation service and who have been married to the participant for at least one year prior to death.

Spouse's Benefit

In the case of the participant who dies after normal retirement age, or after age sixty and completion of ten years of participation service, an amount which would have been payable to the participant's spouse had the participant retired on the day before his death with a fifty percent surviving spouse's form in effect.

In the case of the participant who dies before age sixty or before completing ten years of participation service, an amount which would have been payable to the spouse had the participant terminated on the earlier of his actual termination date or his date of death, survived to the earliest age at which the participant could have elected to retire, retired at such age, and died the following day with a fifty percent surviving spouse's form in effect.

The benefit commences the first day of the month coincident with or next following the date on which the participant dies if the participant had attained age sixty-five or attained age sixty and completed ten years of participation service or, if later, on which the participant could have elected to retire.

Normal Form of Payment

Actuarially equivalent 50% joint and survivor annuity if married on the date payments commence; life annuity if single.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.12 Dresser-Rand Company Electric Machinery Hourly Employees' Pension Plan (SubPlan 205)

Effective Date of Plan

August 5, 1991. Frozen as of February 28, 1999. Amended November 17, 2014 and most recently amended February 24, 2016.

Employees Eligible for Participation

An hourly employee who is represented by the union becomes a participant immediately upon date of hire. There will be no new entrants into the plan after February 28, 1999.

Participation Service

Prior to November 1, 1984	All accrued years of service and fractions thereof credited as of November 1, 1984, under the terms of the predecessor plan.
On or After November 1, 1984	A year of participation service is credited for each plan year in which the participant has 1,000 or more hours of service and one-tenth year for each 100 hours of service in each year in which the participant has less than 1,000 hours of service. All benefits are frozen as of February 28, 1999.

Benefit Accrual Service

Prior to November 1, 1984	All accrued years of service and fractions thereof credited as of November 1, 1984, under the terms of the predecessor plan.
On or After November 1, 1984	<p>One-tenth year is credited for each 180 hours of service completed in the plan year plus one-tenth year if participant has at least 105, but fewer than 180 additional hours of service in the plan year. The maximum benefit accrual service for any plan year is one.</p> <p>Benefit accrual service will be credited for service after a participant reaches his normal retirement date. All benefits are frozen as of February 28, 1999.</p>

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Accrued Benefit

A monthly benefit for participants terminating on or after February 21, 1988, equal to years of benefit accrual service not in excess of thirty-five years times the benefit accrual rate from the following table based on date of termination:

Period of Termination	Benefit Accrual Rate
2/21/88 to 12/31/88	\$16.50
1/1/89 to 12/31/90	\$17.50
1/1/91 to 12/31/91	\$18.00
1/1/92 to 12/31/92	\$19.00
1/1/93 to 12/31/93	\$19.50
1/1/94 to 12/31/94	\$19.75
1/1/95 to 12/31/95	\$20.75
1/1/96 to 12/31/96	\$21.25
1/1/97 to 12/31/97	\$21.75
1/1/98 to 12/31/98	\$22.75
1/1/99 to 12/31/99	\$23.75
1/1/00 and thereafter	\$24.75

A participant's accrued benefit in this plan is offset by his October 31, 1984, accrued benefit in the Electric Machinery Hourly Employees Pension Plan.

Normal Retirement Benefit

Normal Retirement Date

Prior to January 1, 1989	The last day of the month during which a participant reaches age sixty-five and completes ten years of participation service.
On or After January 1, 1989	The last day of the month during which a participant reaches age sixty-five and completes five years of participation service.

Normal Retirement Benefit A monthly benefit payable for life equal to the accrued benefit.

Early Retirement Benefit

Early Retirement Date	Any date after the participant reaches age fifty-five and complete at least ten years of participation service.
Early Retirement Benefit	The accrued benefit reduced actuarially for each month that commencement of payments precedes the Participant's normal retirement date.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Termination Benefit

Eligibility	100% vesting after five years of participation service.
Vested Benefit	The accrued benefit multiplied by the vesting percent. At the participant's request, an actuarially reduced benefit may be payable at age fifty-five if the participant had ten years of participation service.

Disability Benefit

Eligibility	Participants who become totally and permanently disabled after the completion of ten years of participation service.
Disability Benefit	The accrued benefit determined as of the participant's date of permanent disability for the purpose of determining the benefit rate, except that the payment made as of the participant's NRD shall be reduced by one dollar (\$1.00).

Special Retirement Benefit

Eligibility	In all cases of retirement, except disability retirement and retirement on a deferred vested pension.
Special Retirement Benefit	A lump sum payment equal to the first three months of benefit payments paid within the first full calendar month following the month in which retirement occurs.

REA Death Benefits

Spouses Eligible	Spouses of participants who die with completion of five years of participation service.
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Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Spouse's Benefit

In the case of the participant who dies after age sixty-five or after age fifty-five and completion of ten years of participation service, an amount which would have been payable to the participant's spouse had the participant retired on the day before his death with a fifty percent surviving spouse's form in effect.

In the case of the participant who dies before age fifty-five or before completion of ten years of participation service, an amount which would have been payable to the spouse had the participant terminated on the earlier of his actual termination date or his date of death, survived to the earliest age at which the participant could have elected to retire, retired at such age, and died the following day with a fifty percent surviving spouse's form in effect.

The benefit commences the first day of the month coincident with or next following the date on which the participant dies if the participant had attained age sixty-five or attained age fifty-five and completed ten years of participation service or, if later, on which the participant could have elected to retire.

Normal Form of Payment

Actuarially equivalent 50% joint and survivor annuity if married on the date payments commence; life annuity if single.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.13 Dresser-Rand Company Pension Plan for Hourly Employees Local 270, Teamsters of Machinery Repair Division, New Orleans, Louisiana (SubPlan 206)

Effective Date of Plan

November 1, 1993. Frozen as of July 31, 1987. Amended November 17, 2014 and most recently amended February 24, 2016.

Employees Eligible for Participation

An hourly employee represented by the union becomes a participant immediately upon date of hire.

Participation Service

Prior to May 1, 1976

All accrued years of service (including fractional portions) with the company from date of hire as calculated under the prior plan or any predecessor plan.

On or After May 1, 1976

Participation service is credited from the later of May 1, 1976, or the date employment commences and ends on the earlier of the day the participant terminates, retires, dies, or reaches the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Participants on an authorized leave of absence due to layoff with more than sixty days of participation service, but less than twelve months, will accrue up to one more year of participation service before incurring severance from service. Participants on an authorized leave of absence due to layoff with twelve or more months of participation service will accrue up to two more years of participation service before incurring severance from service.

Participants on an authorized leave of absence due to occupational injury or disease will accrue additional years of participation service while receiving Workers' Compensation.

Benefit Accrual Service

Prior to May 1, 1976

All accrued years of service (including fractional portions) with the company from date of hire up to May 1, 1976, as calculated under the prior plan or any predecessor plan.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

On or After May 1, 1976

Benefit accrual service is credited from the later of May 1, 1976, or the date employment commences and ends on the earlier of the day the participant terminates, retires, dies, or reaches the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Benefit accrual service will be credited for service after a participant reaches his normal retirement date.

Participants on an authorized leave of absence with more than sixty days of participation service, but less than twelve months, will accrue one more year of benefit accrual service before incurring severance from service.

Participants on an authorized leave of absence due to layoff with twelve or more months of participation service will accrue up to two more years of benefit accrual service before incurring severance from service.

Participants on an authorized leave of absence due to occupational injury or disease will accrue additional years of benefit accrual service while receiving Workers' Compensation.

Accrued Benefit

A monthly benefit for participants terminating on or after November 1, 1987, equal to years of benefit accrual service not in excess of thirty years times the benefit accrual rate from the following table based on date of termination:

Period of Termination	Benefit Accrual Rate
11/1/87 to 10/31/88	12.75
11/1/88 to 10/31/89	13.50
11/1/89 to 10/31/90	14.00
11/1/90 to 10/31/91	14.50
11/1/91 to 10/31/92	15.25
11/1/92 to 10/31/93	16.00
11/1/93 to 10/31/94	17.00
11/1/94 to 10/31/95	17.50
11/1/95 and thereafter	18.00

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Normal Retirement Benefit

Normal Retirement Date	The last day of the month during which a participant reaches age sixty-five and completes five years of participation service.
Normal Retirement Benefit	A monthly benefit payable for life equal to the accrued benefit.

Early Retirement Benefit

Early Retirement Date	Any date after the participant reaches age fifty-five and completes at least ten years of participation service.
Early Retirement Benefit	The accrued benefit reduced on an actuarially equivalent basis for each month that commencement of payments precedes the participant's normal retirement date.

Termination Benefit

Eligibility	100% vesting after five years of participation service.
Vested Benefit	The accrued benefit multiplied by the vesting percent. At the participant's request, an actuarially reduced benefit may be payable at age fifty-five after completion of ten years of participation service.

Disability Benefit

Eligibility	Participants who become totally and permanently disabled after the completion of ten years of participation service.
Disability Benefit	A monthly benefit payable temporarily to age sixty-five equal to the accrued benefit. At age sixty-five, the benefit is recalculated using the benefit accrual rate in effect at age sixty-five and service to date of disability.

REA Death Benefits

Spouses Eligible	Spouses of participants who die with completion of five years of participation service.
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Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Spouse's Benefit

In the case of the participant who dies after age sixty-five or after age fifty-five with ten years of participation service, an amount which would have been payable to the participant's spouse had the participant retired on the day before his death with a fifty percent surviving spouse's form in effect.

In the case of the participant who dies before age fifty-five or before completion of ten years of participation service, an amount which would have been payable to the spouse had the participant terminated on the earlier of his actual termination date or his date of death, survived to the earliest age at which the participant could have elected to retire, retired at such age, and died the following day with a fifty percent surviving spouse's form in effect.

The benefit commences the first day of the month coincident with or next following the date on which the participant dies if the participant had attained age sixty-five or attained age fifty-five and completed ten years of participation service or, if later, on which the participant could have elected to retire.

Normal Form of Payment

Actuarially reduced fifty percent of spouse's benefit if married on the date payments commence; life annuity if single.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.14 Dresser-Rand Company Pension Plan for I.A.M., District Lodge #76 Dresser Machinery Repair Division, Buffalo, New York (SubPlan 207)

Effective Date of Plan

March 1, 1990. Frozen as of July 31, 1987. Amended November 17, 2014 and most recently amended February 24, 2016.

Employees Eligible for Participation

An hourly employee represented by the union becomes a participant immediately at April 8, 1985, or if later, upon date of hire.

Participation Service

Prior to April 8, 1985	All accrued years of service and fractions thereof credited as of April 8, 1985, under the terms of the predecessor plan.
On or After April 8, 1985	<p>Participation service is credited from the later of April 8, 1985, or the date employment commences and ends on the earlier of the day the participant terminates, retires, dies, or reaches the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).</p> <p>Participants on a leave of absence due to layoff will accrue one more year of participation service before incurring severance from service.</p> <p>Participants on a leave of absence due to a non-occupational disability will accrue up to four more years of participation service before incurring severance from service.</p> <p>Participants on a leave of absence due to an occupational disability will accrue additional years of participation service while receiving Workers' Compensation.</p>

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Benefit Accrual Service

Prior to April 8, 1985	All accrued years of service (including fractional portions) with the company from date of hire up to April 8, 1985, under the terms of the predecessor plan.
On or After April 8, 1985	<p>Benefit accrual service is credited from the later of April 8, 1985, or the date employment commences and ends on the earlier of the day the participant terminates, retires, dies, or reaches the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).</p> <p>Benefit accrual service shall be granted for service past the participant's normal retirement date.</p> <p>Participants on a leave of absence due to layoff will accrue one or more years of benefit accrual service before incurring severance from service.</p> <p>Participants on a leave of absence due to a non-occupational disability will accrue up to four more years of benefit accrual service before incurring severance from service.</p> <p>Participants on a leave of absence due to an occupational disability will accrue additional years of benefit accrual service while receiving Workers' Compensation.</p>

Accrued Benefit	A monthly benefit for participants terminating after March 1, 1990, equal to \$13.00 (increasing to \$13.50 on or after March 1, 1991, and further increasing to \$14.00 on or after March 1, 1992, and further increasing to \$14.50 on or after March 1, 1993) times years of benefit accrual service not in excess of thirty years.
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Normal Retirement Benefit

Normal Retirement Date	The last day of the month during which a participant reaches age sixty-five and completes five years of participation service.
Normal Retirement Benefit	A monthly benefit payable for life equal to the accrued benefit.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Early Retirement Benefit

Early Retirement Date	Any date after the participant reaches age sixty and completes at least ten years of participation service.
Early Retirement Benefit	The accrued benefit reduced on an actuarially equivalent basis for each month that commencement of payments precedes the participant's normal retirement date.

Immediate Termination Benefit

Eligibility	Completion of ten years of participation service and either attainment of age fifty-five where age plus service is greater than or equal to seventy, or where age plus service is greater than or equal to eighty and termination due to permanent shutdown, layoff or disability.
Immediate Termination Benefit	The accrued benefit plus a temporary benefit equal to \$100.00 per month payable until the participant becomes eligible for an unreduced public pension.

Deferred Termination Benefit

Eligibility	100% vesting after five years of participation service.
Vested Benefit	The accrued benefit multiplied by the vesting percent. At the participant's request, an actuarially reduced benefit may be payable at age sixty after completion of ten years of participation service.

Disability Benefit

Eligibility	Participants who become totally and permanently disabled after the completion of ten years of participation service.
Disability Benefit	A monthly benefit equal to the greater of the accrued benefit or \$100.00, plus a temporary benefit equal to \$100.00 per month payable until the participant becomes eligible for an unreduced public pension. Upon eligibility for an unreduced public pension, the \$100.00 minimum no longer applies.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Special Retirement Benefit

Eligibility	In all cases of retirement, except disability retirement and retirement on a deferred vested pension.
Special Retirement Benefit	A lump sum payment of \$1,000.00 paid within the first full calendar month following the month in which retirement occurs in lieu of the first three months of benefit payments.

Survivor Benefit

Spouses Eligible	Spouses of active participants who die after the completion of ten years of service and after the attainment of age fifty-five, but before age sixty-five and spouses of retired participants who retired after age fifty and die after age fifty-five, but prior to age sixty-five.
Spouse's Benefit	The monthly benefit is equal to (1) fifty percent of the amount of the regular pension paid to a pensioner, or (2) fifty percent of the regular pension amount that would have been payable if the deceased active participant had been age sixty-five and had retired on the date of his death, or (3) if greater, \$75.00. If the spouse is below age fifty, the benefit is reduced by 1/2% for each year below age fifty.

REA Death Benefits

Spouses Eligible	Spouses of participants who die with completion of five years of participation.
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Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Spouse's Benefit

In the case of the participant who dies after normal retirement age, or after age sixty with ten years of participation service, an amount which would have been payable to the participant's spouse had the participant retired on the day before his death with a fifty percent surviving spouse's form in effect.

In the case of the participant who dies before age sixty or before completion of ten years of participation service, an amount which would have been payable to the spouse had the participant terminated on the earlier of his actual termination date or his date of death, survived to the earliest age at which the participant could have elected to retire, retired at such age, and died the following day with a fifty percent surviving spouse's form in effect.

The benefit commences the first day of the month coincident with or next following the date on which the participant dies if the participant had attained age sixty-five or attained age sixty and completed ten years of participation service or, if later, on which the participant could have elected to retire.

If the participant had ten years of participation service before his death, the spouse's pension shall be no less than \$100 per month. In addition, the spouse shall begin receiving a \$100 per month pension beginning on the first day of the month following date of death.

Normal Form of Payment

Actuarially reduced fifty percent of spouse's benefit if married on the date payments commence; life annuity if single.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.15 Dresser-Rand Company Machinery Repair Division Pension Plan for I.A.M., Local Lodge #284, San Leandro, California (SubPlan 208)

Effective Date of Plan

January 1, 1989. Frozen as of July 31, 1987. Amended November 17, 2014 and most recently amended February 24, 2016.

Employees Eligible for Participation

An hourly employee represented by the union becomes a participant immediately upon date of hire.

Participation Service:

Prior to May 1, 1986

All accrued years of service and fractions thereof credited as of May 1, 1986, under the terms of the predecessor plan.

On or After May 1, 1986

Participation service is credited from the later of May 1, 1986, or the date employment commences and ends on the earlier of the day the participant terminates, retires, dies, or reaches the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Participants on a leave of absence due to layoff will accrue up to two more years of participation service before incurring severance from service.

Participants on a leave of absence due to a non-occupational disability will accrue two more years of participation service before incurring severance from service.

Participants on a leave of absence due to a compensable disability will accrue additional years of participation service while receiving Workers' Compensation.

Benefit Accrual Service

Prior to May 1, 1986

All accrued years of service (including fractional portions) with the company from date of hire up to May 1, 1986, under the terms of the predecessor plan.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

On or After May 1, 1986

Benefit accrual service is credited from the later of May 1, 1986, or the date employment commences and ends on the earlier of the day the participant terminates, retires, dies, or reaches the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Benefit accrual service will be credited for service after a participant reaches his normal retirement date.

Participants on a leave of absence due to layoff will accrue up to two more years of benefit accrual service before incurring severance from service.

Participants on a leave of absence due to a non-occupational disability will accrue four more years of benefit accrual service before incurring severance from service.

Participants on a leave of absence due to a compensable disability will accrue additional years of benefit accrual service while receiving Workers' Compensation.

Accrued Benefit

A monthly benefit for participants terminating on or after April 1, 1986, equal to \$12.00, which increased to \$12.50 on or after April 1, 1987, and further increased to \$13.00 on or after April 1, 1988, times years of benefit accrual service not in excess of thirty-five years.

Normal Retirement Benefit

Normal Retirement Date

The last day of the month during which a participant reaches age sixty-five and completes five years of participation service.

Normal Retirement Benefit

A monthly benefit payable for life equal to the accrued benefit.

Early Retirement Benefit

Early Retirement Date

Any date after the participant reaches age fifty-five and completes at least ten years of participation service.

Early Retirement Benefit

The accrued benefit reduced on an actuarially equivalent basis for each month that commencement of payments precedes the participant's normal retirement date.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Deferred Termination Benefit

Eligibility	100% vesting after five years of participation service.
Vested Benefit	The accrued benefit multiplied by the vesting percent. At the participant's request a reduced benefit may be payable at age fifty-five after completion of ten years of participation service.

Disability Benefit

Eligibility	Participants who become totally and permanently disabled after the completion of ten years of participation service.
Disability Benefit	A monthly benefit equal to the accrued benefit payable for life.

REA Death Benefits

Spouses Eligible	Spouses of participants who die with completion of five years of participation service.
Spouse's Benefit	<p>In the case of the participant who dies (i) after age sixty-five or (ii) after attaining age fifty-five and completing ten years of participation service, an amount which would have been payable to the participant's spouse had the participant retired on the day before his death with a fifty percent surviving spouse's form in effect.</p> <p>In the case of the participant who dies before age fifty-five or before completing ten years of participation service, an amount which would have been payable to the spouse had the participant terminated on the earlier of his actual termination date or his date of death, survived to the earliest age at which the participant could have elected to retire, retired at such age, and died the following day with a fifty percent surviving spouse's form in effect.</p> <p>The benefit commences the first day of the month coincident with or next following the date on which the participant dies if the participant had attained age sixty-five or attained age fifty-five and completed ten years of participation service or, if later, on which the participant could have elected to retire.</p>

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Normal Form of Payment

Actuarially reduced fifty percent of spouse's benefit if married on the date payments commence; life annuity if single.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.16 Dresser-Rand Company Pension Plan for the Association of Professional Technical Personnel, Worthington Compressor Division, Buffalo, New York (SubPlan 209-5)

Effective Date of Plan

Prior Dresser Industries Plan	February 16, 1985.
Current Plan	January 1, 1988. Frozen as of July 31, 1987. Amended November 17, 2014 and most recently amended February 24, 2016.

Employees Eligible for Participation

An hourly employee who is represented by the union becomes a participant immediately on February 16, 1985, or, if later, the first of the month following the completion of one year of service.

Participation Service

Prior to February 16, 1985	All accrued years of service and fractions thereof credited as of February 16, 1985, under the terms of the predecessor plan.
On or After February 16, 1985	Participation service is credited from the later of February 16, 1985, or the date employment commences and ends on the earlier of the day the participant terminates, retires, or dies, or the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Benefit Accrual Service

Prior to February 16, 1985	All accrued years of service and fractions thereof credited as of February 16, 1985, under the terms of the predecessor plan.
On or After February 16, 1985	Benefit accrual service is credited from the later of February 16, 1985, or the date employment commences and ends on the earlier of the day the participant terminates, retires, or dies, or the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Final Average Earnings

Average of highest five consecutive years out of the last ten years preceding the earlier of date of termination or normal retirement date.

Primary Social Security

Benefit payable at age sixty-five under the Social Security law in effect at date of termination assuming earnings continue level to age sixty-five.

Accrued Service

A monthly benefit equal to 40% of the participant's final average earnings, provided that if such participant's benefit accrual service does not equal thirty (30) years exactly, such percentage is to be: (i) increased by the product of 1% and the number of years (including fractions) by which the participant's Benefit Accrual Service exceeds thirty (30) years, or (ii) decreased by the product of 1% and the number of years (including fractions) by which the participant's Benefit Accrual Service is less than thirty (30) years. This benefit is then reduced by fifty percent of the monthly age sixty-five primary Social Security benefit. The Social Security offset is reduced for less than thirty years of service by the ratio of benefit accrual service over thirty.

If greater, the accrued benefit is calculated assuming the participant worked to age sixty-five with the same final average earnings multiplied by the ratio of actual years of benefit accrual service at age sixty-five.

The accrued benefit is reduced by forty percent of the excess, if any, of the contributions which the participant was entitled to make had he joined the Plan at his first opportunity over the actual amount of contributions made by the participant.

However, in the case of a participant in the Worthington Corporation Contributory Retirement Plan on December 31, 1969, the monthly retirement pension is not less than 110% of the monthly retirement pension to which the participant would have been entitled under the Worthington Corporation Contributory Retirement Plan and the Worthington Corporation Non-Contributory Pension Plan combined, assuming such Plans, as in effect on December 31, 1969, and the participant's monthly salary on May 1, 1969, had both continued unchanged. If the participant has not made all of the contributions permitted on and after January 1, 1970, such retirement pension is reduced according to the preceding paragraph.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Normal Retirement Benefit

Normal Retirement Date

Prior to January 1, 1989	The last day of the month during which a participant reaches age sixty-five.
On or After January 1, 1989	The last day of the month during which a participant reaches age sixty-five and completes five years of participation service.
Normal Retirement Benefit	A monthly benefit payable for life equal to the accrued benefit.

Early Retirement Benefit

Early Retirement Date	Any date after the participant reaches age fifty-five and completes at least ten years of participation service.
Early Retirement Benefit	The accrued benefit reduced by one-half percent for each month that commencement of payments precedes the participant's normal retirement date.

Termination Benefit

Eligibility	100% vesting after five years of participation service.
Vested Benefit	The accrued benefit multiplied by the vesting percent. At the participant's request a reduced benefit may be payable at age fifty-five after completion of ten years of participation service.

Disability Benefit

Eligibility	Participants who become totally and permanently disabled after the completion of ten years of participation service.
Disability Benefit	A monthly benefit payable at age sixty-five based on benefit accrual service continuing to age sixty-five and rate of pay continuing level to sixty-five.

Pre-Retirement Death Benefits

Upon death or termination prior to the completion of five years of service, accumulated employee contributions are refunded to the employee or beneficiary.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

REA Death Benefits

Spouses Eligible

Prior to January 1, 1989	Spouses of participants who die on or after August 23, 1984, with completion of ten years of participation service and who have been married to the participant for at least one year prior to death.
On or After January 1, 1989	Spouses of participants who die on or after January 1, 1989, with completion of five years of participation service and who have been married to the participant for at least one year prior to death.

Spouse's Benefit

In the case of the participant who dies (i) after age sixty-five or (ii) after attaining age fifty-five and completing ten years of participation service, an amount which would have been payable to the participant's spouse had the participant retired on the day before his death with a 50% Surviving Spouse's Form in effect.

In the case of the participant who dies before age fifty-five or before completing ten years of participation service, an amount which would have been payable to the spouse had the participant terminated on the earlier of his actual termination date or his date of death, survived to the earliest age at which the participant could have elected to retire, retired at such age, and died the following day with a 50% Surviving Spouse's Form in effect

The benefit commences the first day of the month coincident with or next following the date on which the participant dies if the participant had attained age sixty-five or attained age fifty-five and completed ten years of participation service or, if later, on which the participant could have elected to retire.

Return of Contributions

Upon death or termination prior to the completion of 10 years of service, accumulated employee contributions are refunded to the employee or beneficiary.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Participant Contributions

Three percent of the excess of salary over the maximum wages covered under Social Security.

Normal Form of Payment

Actuarially equivalent fifty percent spouse's benefit if married on the date payments commence; life annuity if single.

Prior Plan Benefit

All accrued benefits as herein calculated are offset by the accrued benefit as of the acquisition date based on the benefit service at the date of acquisition.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.17 Dresser-Rand Company Pension Plan for USWA Local #2019, Worthington Compressor Division, Buffalo, New York (SubPlan 209-6)

Effective Date of Plan

January 1, 1989. Frozen as of July 31, 1987. Amended November 17, 2014 and most recently amended February 24, 2016.

Employees Eligible for Participation

An hourly employee represented by the union becomes a participant immediately on February 16, 1985 or, if later, upon date of hire.

Participation Service

Prior to February 16, 1985 All accrued years of service and fractions thereof credited as of February 16, 1985, under the terms of the predecessor plan.

On or After February 16, 1985 Participation service is credited from the later of February 16, 1985, or the date employment commences and ends on the earlier of the day the participant terminates, retires, or dies, or the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Benefit Accrual Service

Prior to February 16, 1985 All accrued years of service and fractions thereof credited as of February 16, 1985, under the terms of the predecessor plan.

On or After February 16, 1985 Benefit accrual service is credited from the later of February 16, 1985, or the date employment commences and ends on the earlier of the day the participant terminates, retires, or dies, or the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Accrued Benefit A monthly benefit for participants terminating on or after February 16, 1985, but prior to August 16, 1985, equal to \$17.00 which increased to \$18.00 effective August 16, 1985, times years of benefit accrual service not in excess of forty years.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Normal Retirement Benefit

Normal Retirement Date

Prior to January 1, 1989	The last day of the month during which a participant reaches age sixty-five and completes ten years of participation service.
On or After January 1, 1989	The last day of the month during which a participant reaches age sixty-five and completes five years of participation service.

Normal Retirement Benefit A monthly benefit payable for life equal to the accrued benefit.

Full Early Retirement Benefit

Full Early Retirement Date	Any date after the participant reaches age sixty-two and completes at least twenty years of participation service.
Full Early Retirement Benefit	A monthly benefit payable or life equal to the accrued benefit.

Regular Early Retirement Benefit

Regular Early Retirement Date	Any date after the participant reaches age sixty and completes at least ten years of participation service.
Regular Early Retirement Benefit	The accrued benefit reduced actuarially for each month that commencement of payments precedes the participant's normal retirement date.

Immediate Termination Benefit

Eligibility	Completion of ten years of participation service and either attainment of age fifty-five where age plus service is greater than or equal to seventy, or where age plus service is greater than or equal to eighty and termination due to permanent shutdown, layoff or disability.
Immediate Termination Benefit	The accrued benefit plus a temporary benefit equal to \$100 per month payable until the participant becomes eligible for an unreduced public pension.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Deferred Termination Benefit

Eligibility	100% vesting after five years of participation service.
Vested Benefit	The accrued benefit multiplied by the vesting percent. At the participant's request a reduced benefit may be payable at age sixty after completion of ten years of participation service.

Disability Benefit

Eligibility	Participants who become totally and permanently disabled after the completion of ten years of participation service.
Disability Benefit	A monthly benefit equal to the greater of the accrued benefit or \$150 plus a temporary benefit equal to \$100 per month payable until the participant becomes eligible for an unreduced public pension. Upon eligibility for an unreduced public pension the \$150 minimum no longer applies.

Special Retirement Benefit

Eligibility	In all cases of retirement, except disability retirement and retirement on a deferred vested pension.
Special Retirement Benefit	A lump sum payment of \$2,050 for retirement prior to August 16, 1985 (increasing to \$2,100 for retirement on or after August 16, 1985) paid within the first full calendar month following the month in which retirement occurs in lieu of the first three months of benefit payments.

Survivor Benefit

Spouses Eligible	Spouses of active participants who die after the completion of fifteen years of service or after eligibility for an immediate pension and spouses of retired participants who die prior to age sixty-five.
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Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Spouse's Benefit

The monthly benefit is equal to (1) fifty percent of the amount of the regular pension paid to a pensioner, or (2) fifty percent of the regular pension amount that would have been payable if the deceased active participant had been age sixty-five and had retired on the date of his death, or (3) if greater, \$140. If the spouse is age sixty-five or more, or later attains age sixty-five, the benefit is reduced by fifty percent of the widow's or widower's unreduced Social Security benefit payable at such age, but the minimum benefit payable after such reduction is \$90.

REA Death Benefits

Spouses Eligible

Spouses of participants who die with completion of five years of participation service.

Spouse's Benefit

In the case of the participant who dies (i) after age sixty-five or (ii) after attaining age sixty and completing ten years of participation service, an amount which would have been payable to the participant's spouse had the participant retired on the day before his death with a fifty percent surviving spouse's form in effect.

In the case of the participant who dies before age sixty or before completing ten years of participation service, an amount which would have been payable to the spouse had the participant terminated on the earlier of his actual termination date or his date of death, survived to the earliest age at which the participant could have elected to retire, retired at such age, and died the following day with a fifty percent surviving spouse's form in effect.

The benefit commences the first day of the month coincident with or next following the date on which the participant dies if the participant had attained age sixty-five or attained age sixty and completed ten years of participation service or, if later, on which the participant could have elected to retire.

If the participant had ten years of participation service before his death, the spouse's pension shall be no less than \$100 per month. In addition, the spouse shall begin receiving a \$100 per month pension beginning on the first day of the month following date of death.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Normal Form of Payment

Actuarially reduced fifty percent spouse's benefit if married on the date payments commence; life annuity if single.

Prior Plan Benefit

All accrued benefits as herein calculated are offset by the accrued benefit as of the acquisition date based on the benefit service at date of acquisition.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.18 Dresser-Rand Company Pension Plan for Office and Professional Employees International Union on Behalf of Local #212, Worthington Compressor Division, Buffalo, New York (SubPlan 209-7)

Effective Date of Plan

January 1, 1989. Frozen as of July 31, 1987. Amended November 17, 2014 and most recently amended February 24, 2016.

Employees Eligible for Participation

An hourly employee represented by the union becomes a participant immediately on February 16, 1985, or, if later, upon date of hire.

Participation Service

Prior to February 16, 1985	All accrued years of service and fractions thereof credited as of February 16, 1985, under the terms of the predecessor plan.
On or After February 16, 1985	Participation service is credited from the later of February 16, 1985, or the date employment commences and ends on the earlier of the day the participant terminates, retires, or dies, or the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).

Benefit Accrual Service

Prior to February 16, 1985	All accrued years of service and fractions thereof credited as of February 16, 1985, under the terms of the predecessor plan.
On or After February 16, 1985	Benefit accrual service is credited from the later of February 16, 1985, or the date employment commences and ends on the earlier of the day the participant terminates, retires, or dies, or the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence).
Accrued Benefit	A monthly benefit for participants terminating on or after February 16, 1985, but prior to August 16, 1985, equal to \$17.00 which increased to \$18.00 effective August 16, 1985, times years of benefit accrual service not in excess of forty years.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Surviving Retirement Benefit

Surviving Retirement Date

Prior to January 1, 1989	The last day of the month during which a participant reaches age sixty-five and completes ten years of participation service.
On or After January 1, 1989	The last day of the month during which a participant reaches age sixty-five and completes five years of participation service.

Surviving Retirement Benefit A monthly benefit payable for life equal to the accrued benefit.

Full Early Retirement Benefit

Full Early Retirement Date	Any date after the participant reaches age sixty-two and completes at least twenty years of participation service.
Full Early Retirement Benefit	A monthly benefit payable for life equal to the accrued benefit.

Regular Early Retirement Benefit

Regular Early Retirement Date	Any date after the participant reaches age sixty and completes ten years of participation service.
Regular Early Retirement Benefits	The accrued benefit reduced actuarially for each month that commencement of payments precedes the participant's normal retirement date.

Immediate Termination Benefit

Eligibility	Completion of ten years of participation service and either attainment of age fifty-five where age plus service is greater than or equal to seventy, or where age plus service is greater than or equal to eighty and termination due to permanent shutdown, layoff or disability.
Immediate Termination Benefit	The accrued benefit plus a temporary benefit equal to \$100 per month payable until the participant becomes eligible for an unreduced public pension.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Deferred Termination Benefit

Eligibility	100% vesting after five years of participation service.
Vested Benefit	The accrued benefit multiplied by the vesting percent. At the participant's request a reduced benefit may be payable at age sixty after completion of ten years of participation service.

Disability Benefit

Eligibility	Participants who become totally and permanently disabled after the completion of ten years of participation service.
Disability Benefit	A monthly benefit equal to the greater of the accrued benefit or \$150 plus a temporary benefit equal to \$100 per month payable until the participant becomes eligible for an unreduced public pension.

Special Retirement Benefit

Eligibility	In all cases of retirement, except disability retirement and retirement on a deferred vested pension.
Special Retirement Benefit	A lump sum payment of \$2,050 for retirement prior to August 16, 1985, (increasing to \$2,100 for retirement effective August 16, 1985) paid within the first full calendar month following the month in which retirement occurs in lieu of the first three months of benefit payments.

Survivor Benefit

Spouses Eligible	Spouses of active participants who die after the completion of fifteen years of service or after eligibility for an immediate pension and spouses of retired participants who die prior to age sixty-five.
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Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Spouse's Benefit

The monthly benefit is equal to (1) fifty percent of the amount of the regular pension paid to a pensioner, or (2) fifty percent of the regular pension amount that would have been payable if the deceased active participant had been age sixty-five and had retired on the date of his death, or (3) if greater, \$140. If the spouse is age sixty-five or more, or later attains age sixty-five, the benefit is reduced by fifty percent of the widow's or widower's unreduced Social Security benefit payable at such age, but the minimum benefit payable after such reduction is \$90.

REA Death Benefits

Spouses Eligible

Spouses of participants who die with completion of five years of participation service.

Spouse's Benefit

In the case of the participant who dies (i) after age sixty-five or (ii) after attaining age sixty and completing ten years of participation service, an amount which would have been payable to the participant's spouse had the participant retired on the day before his death with a 50% Surviving Spouse's Form in effect.

In the case of the participant who dies before age sixty or before completing ten years of participation service, an amount which would have been payable to the spouse had the participant terminated on the earlier of his actual termination date or his date of death, survived to the earliest age at which the participant could have elected to retire, retired at such age, and died the following day with a 50% Surviving Spouse's Form in effect.

The benefit commences the first day of the month coincident with or next following the date on which the participant dies if the participant had attained age sixty-five or attained age sixty and completed ten years of participation service or, if later, on which the participant could have elected to retire.

If the participant had ten years of participation service before his death, the spouse's pension shall be no less than \$100 per month. In addition, the spouse shall begin receiving a \$100 per month pension beginning on the first day of the month following date of death.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Normal Form of Payment

Actuarially reduced fifty percent spouse's benefit if married on the date payments commence; life annuity if single.

Prior Plan Benefit

All accrued benefits as herein calculated are offset by the accrued benefit as of the acquisition date based on the benefit service at the date of acquisition.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.19 Dresser-Rand Company Pension Plan for Patternmakers Association, Worthington Compressor Division, Buffalo, New York (SubPlan 209-8)

Effective Date of Plan

January 1, 1989. Frozen as of July 31, 1987. Amended November 17, 2014 and most recently amended February 24, 2016.

Employees Eligible for Participation

An hourly employee represented by the union becomes a participant immediately on February 16, 1985, or, if later, upon date of hire.

Participation Service

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| Prior to February 16, 1985 | All accrued years of service and fractions thereof credited as of February 16, 1985, under the terms of the predecessor plan. |
| On or After February 16, 1985 | Participation service is credited from the later of, February 16, 1985, or the date employment commences and ends on the earlier of the day the participant terminates, retires, or dies, or the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence). |

Benefit Accrual Service

- | | |
|--------------------------------------|---|
| Prior to February 16, 1985 | All accrued years of service and fractions thereof credited as of February 16, 1985, under the terms of the predecessor plan. |
| On or After February 16, 1985 | Benefit accrual service is credited from the later of February 16, 1985, or the date employment commences and ends on the earlier of the day the participant terminates, retires, or dies, or the first anniversary of the first day of a period of absence (or the day after the last day of an authorized absence). |
| Accrued Benefit | A monthly benefit for participants terminating on or after February 16, 1985, but prior to August 16, 1985, equal to \$17.00 which increased to \$18.00 effective August 16, 1985, times years of benefit accrual service not in excess of forty years. |

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Normal Retirement Benefit

Normal Retirement Date The last day of the month during which a participant reaches age sixty-five and completes five years of participation service.

Normal Retirement Benefit A monthly benefit payable for life equal to the accrued benefit.

Full Early Retirement Benefit

Full Early Retirement Date Any date after the participant reaches age sixty-two and completes at least twenty years of participation service.

Full Early Retirement Benefit A monthly benefit payable for life equal to the Retirement accrued benefit.

Regular Early Retirement Benefit

Regular Early Retirement Date Any date after the participant reaches age sixty and completes at least ten years of participation service.

Regular Early Retirement Benefit The accrued benefit reduced actuarially for each month commencement of payments precedes the participant's normal retirement date.

Immediate Termination Benefit

Eligibility Completion of ten years of participation service and either attainment of age fifty-five where age plus service is greater than or equal to seventy, or where age plus service is greater than or equal to eighty and termination due to permanent shutdown, layoff or disability.

Immediate Termination Benefit The accrued benefit plus a temporary benefit equal to \$100 per month payable until the participant becomes eligible for an unreduced public pension.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Deferred Termination Benefit

Eligibility	100% vesting after five years of participation service.
Vested Benefit	The accrued benefit multiplied by the vesting percent. At the participant's request a reduced benefit may be payable at age sixty after completion of ten years of participation service.

Disability Benefit

Eligibility	Participants who become totally and permanently disabled after the completion of ten years of participation service.
Disability Benefit	A monthly benefit equal to the greater of the accrued benefit or \$150 plus a temporary benefit equal to \$100 per month payable until the participant becomes eligible for an unreduced public pension. Upon eligibility for an unreduced public pension, the \$150 minimum no longer applies.

Special Retirement Benefit

Eligibility	In all cases of retirement, except disability retirement and retirement on a deferred vested pension.
Special Retirement Benefit	A lump sum payment of \$2,050 for retirement prior to August 16, 1985, which increased to \$2,100 for retirement on or after August 16, 1985, paid within the first full calendar month following the month in which retirement occurs in lieu of the first three months of benefit payments.

Survivor Benefit

Spouses Eligible	Spouses of active participants who die after the completion of fifteen years of service or after eligibility for an immediate pension and spouses of retired participants who die prior to age sixty-five.
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Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Spouse's Benefit

The monthly benefit is equal to (1) fifty percent of the amount of the regular pension paid to a pensioner, or (2) fifty percent of the regular pension amount that would have been payable if the deceased active participant had been age sixty-five and had retired on the date of his death, or (3) if greater, \$140. If the spouse is age sixty-five or more, or later attains age sixty-five, the benefit is reduced by fifty percent of the widow's or widower's unreduced Social Security benefit payable at such age, but the minimum benefit payable after such reduction is \$90.

REA Death Benefits

Spouses Eligible

Spouses of participants who die with completion of five years of participation service.

Spouse's Benefit

In the case of the participant who dies (i) after age sixty-five or (ii) after attaining age sixty and completing ten years of participation service, an amount which would have been payable to the participant's spouse had the participant retired on the day before his death with a 50% Surviving Spouse's Form in effect.

In the case of the participant who dies before age sixty or before completing ten years of participation service, an amount which would have been payable to the spouse had the participant terminated on the earlier of his actual termination date or his date of death, survived to the earliest age at which the participant could have elected to retire, retired at such age, and died the following day with a 50% Surviving Spouse's Form in effect.

The benefit commences the first day of the month coincident with or next following the date on which the participant dies if the participant had attained age sixty-five or attained age sixty and completed ten years of participation service or, if later, on which the participant could have elected to retire.

If the participant had ten years of participation service before his death, the spouse's pension shall be no less than \$100 per month. In addition, the spouse shall begin receiving a \$100 per month pension beginning on the first day of the month following date of death.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Normal Form of Payment

Actuarially reduced fifty percent spouse's benefit if married on the date payments commence; life annuity if single.

Prior Plan Benefit

All accrued benefits as herein calculated are offset by the accrued benefit as of the acquisition date based on the benefit service at the date of acquisition.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

1.20 Dresser-Rand Company Tuthill Plans (Sub Plans 211 and 212)

Effective Date of Plan

January 1, 2006. Amended November 17, 2014, February 24, 2016, and most recently amended October 4, 2016.

Employee Eligibility for Participation

An employee represented by the union becomes a participant after one year of service. The plan was closed to new entrants effective June 19, 2013.

Vesting Service

An employee will earn one year of Vesting Service for each calendar year in which he completes 1,000 or more hours of service. If an Employee completes less than 1,000 hours of service in a calendar year, he will earn one-tenth (1/10th) of a year of Vesting Service for each full 180 hours of service completed during the year.

Credited Service

A Participant will earn one year of Credited Service for each calendar year in which he completes 1,800 or more hours of service. If a Participant completes less than 1,800 hours of service in a calendar year, he earns one-tenth (1/10th) of a year of Credited Service for each full 180 hours of service completed during the year. In no case, however, shall a Participant receive more than one full year of Credited Service for any full or partial calendar year of employment.

Plan Name:	Siemens Pension Plan for Union Employees
EIN / PN:	13-2623356/028
Plan Sponsor:	Siemens Corporation
Valuation Date	January 1, 2020

SCHEDULE SB ATTACHMENTS

Accrued Benefit

The monthly accrued retirement benefit of a participant shall be determined according to (a) or (b) below minus (c):

- (a) For the Millbury location an amount equal to
- (i) Benefit Accrual Rate multiplied by the employees full years and tenths of a year of credited service. Benefit Accrual Rate is determined from the following table based on date of termination.

Date of Termination	Benefit Accrual Rate
1/1/2003 and thereafter	\$27.50

- (b) For the Tuthill, Burlington location, an amount equal to
- (i) Benefit Accrual Rate multiplied by the employees full years and tenths of a year of credited service. Benefit Accrual Rate is determined from the following table based on date of termination.

Date of Termination	Benefit Accrual Rate
6/11/2003 to 6/10/2004	\$29.50
6/11/2004 to 6/10/2005	\$30.50
6/11/2005 to 6/10/2006	\$31.50
6/11/2006 to 6/10/2012	\$35.50
6/11/2012 to 6/10/2013	\$36.50
6/11/2013 to 6/10/2014	\$37.00
6/11/2014 to 6/10/2015	\$37.25
6/11/2015 to 9/30/2016	\$37.50
10/1/2016 and thereafter	\$39.50

- (c) Benefits earned prior to date of acquisition of Tuthill by Dresser-Rand Company.

Normal Retirement Benefit

Normal Retirement Date The later of a participant's sixty-fifth birthday, and the completion of five years of Vesting Service.

Normal Retirement Benefit A monthly benefit payable for life equal to the accrued vesting benefit, or a 50% Joint and Survivor if married.

Plan Name: Siemens Pension Plan for Union Employees
EIN / PN: 13-2623356/028
Plan Sponsor: Siemens Corporation
Valuation Date: January 1, 2020

SCHEDULE SB ATTACHMENTS

Early Retirement Benefit

Early Retirement Eligibility Date

A Participant shall be eligible for an Early Retirement Pension if his employment is terminated on or after his 55th birthday and after he has completed ten or more years of Vesting Service.

Early Retirement Date

The Pension Commencement Date for an Early Retirement Pension shall be the first day of the month coinciding with or next following the date of the Participant's Retirement.

Early Retirement Benefit

For Milburry participants, an amount equal to the Accrued Benefit reduced by 1/2 of 1% for each month the Early Retirement Date precedes the participants Normal Retirement Date, paid as a single-life annuity. For Burlington participants, an amount equal to the Accrued Benefit reduced by 2/12th of 1% for first 36 months and 5/12th of 1% for next 84 months that the Early Retirement date precedes the participants Normal Retirement Date, paid as a single life annuity.

Pre-Retirement Death Benefit

An eligible spouse is entitled to the vested portion of the pre-retirement survivor pension commencing on the first day of the month following or coincident with the later of the participants date of death or the date the participant would have attained age 55. The Pre-Retirement survivor Pension payable to an eligible spouse is equal to the amount of pension the eligible spouse would have been entitled to receive had the participant terminated / retired immediately preceding his death and commenced a Normal or Early Retirement pension as of applicable on the later of the date of the participants death or the date the participant would have attained age 55 under the 50% Joint and Survivor Pension option.

Post-Retirement Death Benefit

The Beneficiary of the participant shall receive benefits in accordance with participants previously elect retirement option.

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Termination Benefit

Eligibility 100% vesting after five years of vesting service.

Vested Benefit The vested benefit shall be payable commencing on the first day of any month within the ten (10) year period preceding the participant's Normal Retirement Date. See Early Retirement benefit for respective reduction factors.

Disability Benefit

Eligibility Participants who become totally and permanently disabled after the completion of ten years of vesting service.

Disability Benefit Payment of a Disability Benefit shall commence as of the first day of the month coinciding with or next following the expiration of 26 weeks following the onset of Disability ("Disability Retirement Date").

The disability benefit shall be based on a single-life annuity equal to the participant's accrued benefit determined as of his disability retirement, reduced by an amount equal to the value of any other payments made directly or indirectly at the expense of the employer to or on behalf of the participant in connection with his disability.

Future Plan Changes

Willis Towers Watson is not aware of any future plan changes that are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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