

Effective Date: August 31, 2021

Updated: October 6, 2021

**HC HR-51a Life Threatening Infectious Disease Guideline Related to COVID-19 Vaccination-
(Policy Addendum)**

The purpose of these guidelines is to provide support to Siemens Healthineers U.S. employees and non-employee workers in receiving vaccinations against the COVID-19 virus, consistent with the Company's emphasis on employee wellness and our shared interest in public health.

The COVID-19 vaccine is a monumental step forward in the continued fight against the pandemic. We trust the science and research that went into developing this vaccine, and based on the currently available information, we highly encourage you to obtain the vaccine.

Siemens Healthineers requires full vaccination for COVID-19 for employees and non-employee workers based on the following schedule:

Worker Category	Due Date
Customer-facing or who come on site, whether regularly or occasionally, at any Siemens Healthineers or customer/business partner site*	October 15, 2021
All other Employees or contractors	December 3, 2021

Employees and contractors must provide proof that they received two doses of the Pfizer or Moderna vaccines or one dose of Johnson & Johnson's single dose vaccine using the TrueNorth tool.

Note: Accommodations may be requested for certain medical or religious reasons. Please find the accommodation request process on our vaccine Sharepoint site. Additional COVID-19 vaccination obligations may also be required based on job responsibilities and/or customer requirements.

Accommodations may be requested for certain medical or religious reasons. Please see the HC HR-51c Reasonable Accommodation Guidelines - COVID-19 Vaccine and the related accommodation request process.

Additional COVID-19 vaccination requirements may also be required based on your job responsibilities and/or customer requirements.

For employees or non-employee workers not subject to the vaccine requirement outlined above, the Company reserves the right to limit on-site activity, travel, or participation in corporate events of employees who choose not to obtain the COVID-19 vaccine based on all the facts and circumstances.

An individual who does not comply with these requirements, will be subject to disciplinary action, up to and including termination of employment.

**USA-based global Molecular Imaging employees are following a comparable approach regarding mandatory vaccines that is tailored to their specific business needs.*

COVID-19 Vaccines

Costs: Siemens Healthineers' medical plan will cover the cost of federally approved COVID-19 vaccines at no cost to enrolled employees and their covered dependents. These costs will be covered through both the medical and prescription drug plans with a 0% cost share to plan members (in and out-of-network).

Time spent Obtaining Vaccination: For those employees who get vaccinated during working hours (and vaccination is not provided onsite), time should be tracked as Emergency Paid Leave (EPL). Please refer to HC HR-106 Emergency Paid Leave for additional information.

COVID-19 Prevention Program Procedures:

The Company's current COVID-19 prevention plans remains in effect. All employees, regardless of their vaccination status, will be required to follow these procedures whenever they are in the workplace or conducting company business at any third-party location, until advised otherwise in writing by the Company. This includes: wearing face coverings and other personal protective equipment; strictly adhering to respiratory and hand hygiene and symptom screening practices; observing social distancing, occupancy, activity and quarantine restrictions; and complying with all other COVID-19 precautions as instructed by the Company.

An individual who does not comply with these requirements, regardless of vaccination status, will be subject to disciplinary action, up to and including termination of employment.

Proof of Vaccination and Records:

Regardless of whether an employee or non-employee worker is subject to the vaccination requirement outlined above, all employees and non-employee workers must provide vaccine status and proof of vaccination records utilizing the Sterling True North tool. If an employee or non-employee worker's vaccination status changes, they should update their information in the Sterling True North tool.

Employee Responsibilities

Your individual role may require vaccination as a condition of continued employment based on circumstances particular to your specific job responsibilities, customer requirements, on-site work requirements, travel and entry requirements into other countries, and/or state and local requirements.

If you are required to be vaccinated based on your job responsibilities and you believe you need a reasonable accommodation, please review the Company's HC HR-51c Reasonable Accommodation Guidelines - COVID-19 Vaccine. If applicable, please complete the appropriate reasonable accommodation request form.

Before traveling for critical business or personal reasons, check your airline carrier's policy for any additional COVID-19 requirements. It is also recommended that you review the CDC's current guidance regarding travel, re-entry requirements for the United States, etc.

Manager Responsibilities

Your employees' roles may require vaccination as a condition of continued employment based on circumstances particular to specific job responsibilities, customer requirements, on-site work requirements, travel and entry requirements into other countries, and/or state and local requirements. If an employee indicates that they cannot get vaccinated due to medical or religious reasons and believes they need a reasonable accommodation, please advise them to utilize the HC HR-51c Reasonable Accommodation Guidelines - COVID-19 Vaccine.

To the extent possible, provide work flexibility to employees to allow them time to be vaccinated.

Human Resources

If an employee's role requires vaccination due to specific job responsibilities, customer requirements, travel and entry requirements into other countries, and/or state and local requirements, and the employee chooses not to get vaccinated, review potential actions to be taken by manager, and consult legal if necessary.

If an employee's role requires vaccination due to specific job responsibilities, customer requirements, on-site work requirements, travel and entry requirements into other countries, and/or state and local requirements, and the employee is unable to get vaccinated due to medical or religious reasons, educate the employee to ensure they understand the reasonable accommodation process in accordance with the HC HR-51c Reasonable Accommodation Guidelines - COVID-19 Vaccine.

Associated Material

Siemens Healthineers USA COVID-19 Vaccine - HC HR-51b Life Threatening Infectious Disease Policy - COVID-19 Vaccine FAQ's (Addendum)

HISTORY

Rev	Date	Description/Reason for Change
I	3/15/2021	HC HR-51a Life Threatening Infectious Disease Guideline Related to COVID-19 Vaccination.
II	8/31/2021	<p>Updated vaccination requirements for employees and non-employee workers and who are customer-facing or who come on Siemens Healthineers or business partner site, regularly or occasionally.</p> <p>Updated requirements for all employees and non-employees for proof of vaccination record.</p> <p>Added reference to HC HR-51c Reasonable Accommodation Guidelines - COVID-19 Vaccine.</p>
III	9/1/2021	Updated to include language - USA-based global Molecular Imaging employees are following a comparable approach regarding mandatory vaccines that is tailored to their specific business needs.
IV	10/6/2021	Updated Scope to include all US Employees