



SIEMENS
Ingenuity for life



Diversity@Siemens

Siemens AG / 2017

SSN: [@ThoughtsonDiversityandInclusion](#)



<https://www.facebook.com/SiemensDiversity>

The strategic importance of Diversity for Siemens



Diversity strengthens our innovative capacity, unleashes the potential of Siemens' employees and thereby directly contributes to our business success.

Janina Kugel, Chief Diversity Officer
and Member of the Managing Board

Global talent markets increasingly complex



1) GDP 2030, Statista.de 2) The global workforce crisis of 2030, BCG & The Network: Decoding Global Talent, 2014 3) Company reports 4) McKinsey Quarterly Sept. 08
 5) UN statistics 6) The Athena Factor, Sylvia Ann Hewlett Associates 7) Battle for female talent in emerging markets, HBR 8) BMJV, March 6th, 2015
 9) Broad-Based Black Economic Empowerment 10) Generational Diversity, C.d.V. 11) McKinsey Quarterly, Sep. 8th, 2014

Diversity is a competitive advantage for Siemens

The Diversity definition at Siemens

At Siemens,
we value diversity as the
inclusion and collaboration of
different thinking, backgrounds,
experience, expertise and
individual qualities across
all organizational levels
and dimensions.



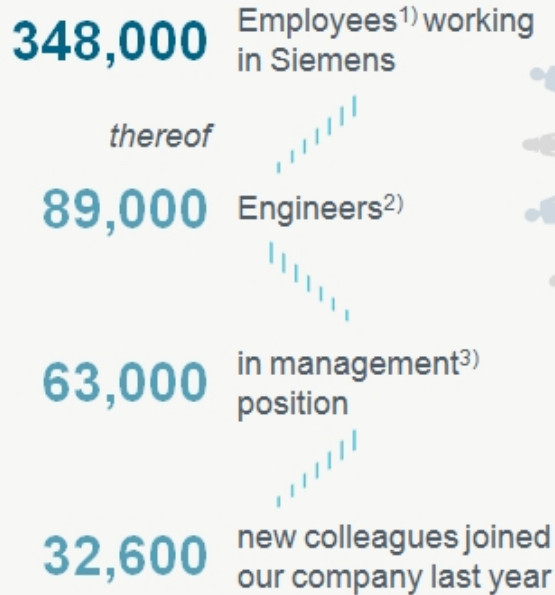
Source: Siemens AG

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Overview on Siemens workforce

Worldwide



In Germany



1) FTE - Full Time Equivalent 2) Defined as technical graduation from Higher Education 3) Employees with personnel or project responsibilities
 4) Exempt Salary Group ("Übertarifliche Mitarbeiter" in Germany)
 Source: Siemens AG; Data as of FY15

Siemens unites people from 167 nations



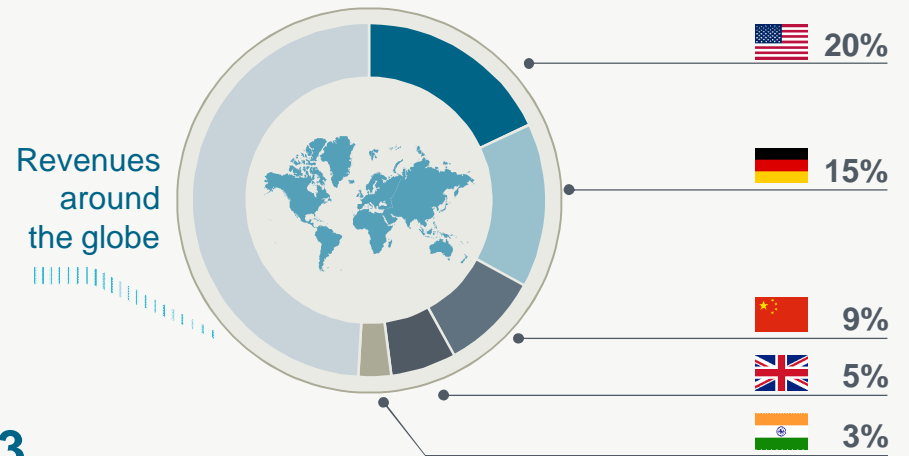
We have colleagues from



In Germany: **123**

- In UK: 87
- In US: 82
- In China: 38
- In India: 23

Siemens has its business presence in **>200** countries



1) Defined as Function Type "Mgmt" and "Project Mgmt"
Source: Siemens AG; Data as of FY15

Both genders contribute to Siemens' Ingenuity and Digitalization capability



Engineers¹⁾

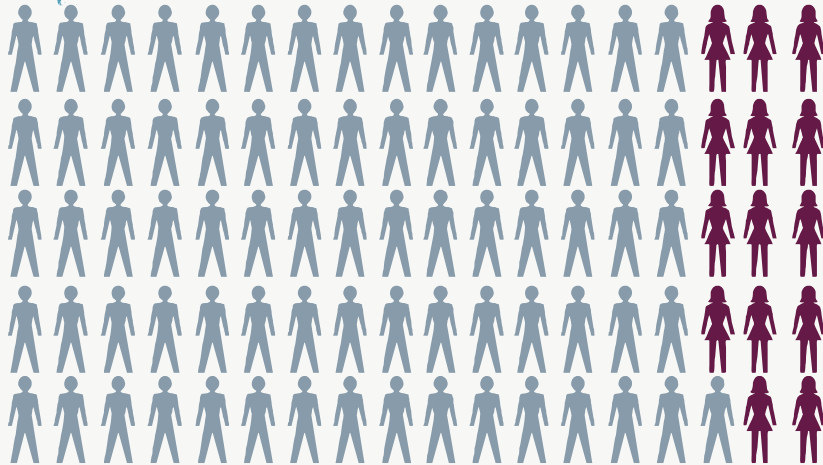
89T

26% of global workforce




85%

15%



 Share of women engineers in Siemens Germany: **9%**

 Share of women engineers in Siemens China: **21%**

 Share of women engineers in Siemens US: **15%**



Working in Job Family
Engineering, IT and R&D

85T

25% of global workforce




87%

13%



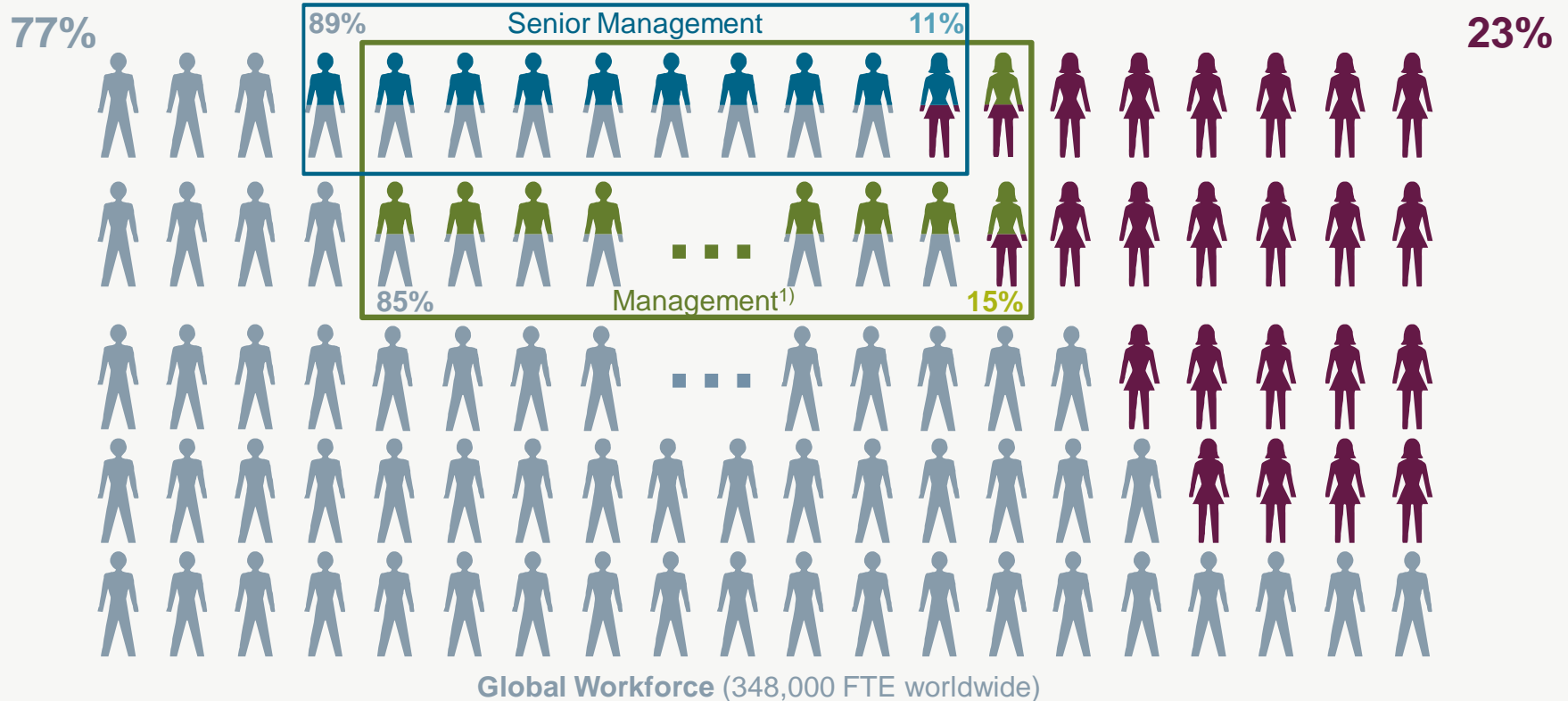
 Share of women of these JFs in Siemens Germany: **12%**

 Share of women of these JFs in Siemens China: **22%**

 Share of women of these JFs in Siemens US: **17%**

1) Defined as employees with technical graduation from Higher Education
Source: Siemens AG; Data as of FY15

23% of global workforce is women, but there is significant improvement potential in management

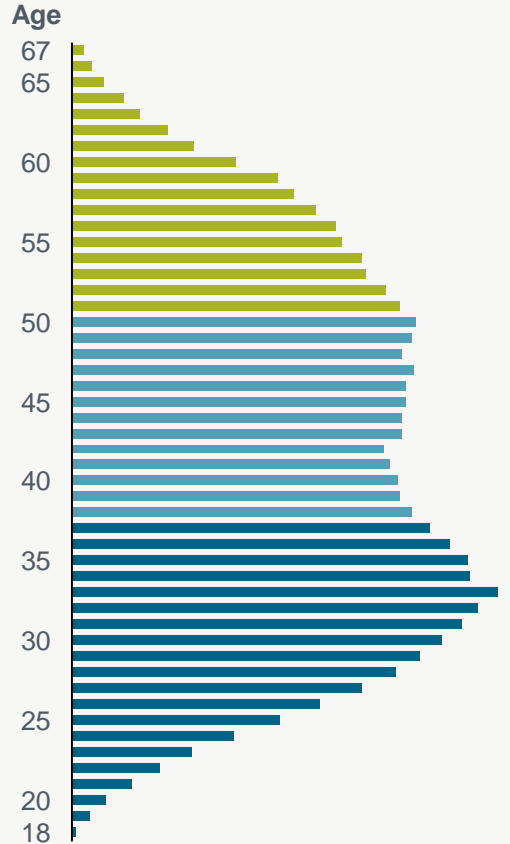


The respective percentages of the Share of Women in Germany:
 Sr. Mgmt. 9%, Mgmt. 11%, ÜT²⁾ 13%, All employees 22%

1) Employees with personnel or project responsibilities 2) Exempt Salary Group ("Übertarifliche Mitarbeiter" in Germany)
 Source: Siemens AG; Data as of FY15

In Siemens, three distinguished generations working shoulder to shoulder

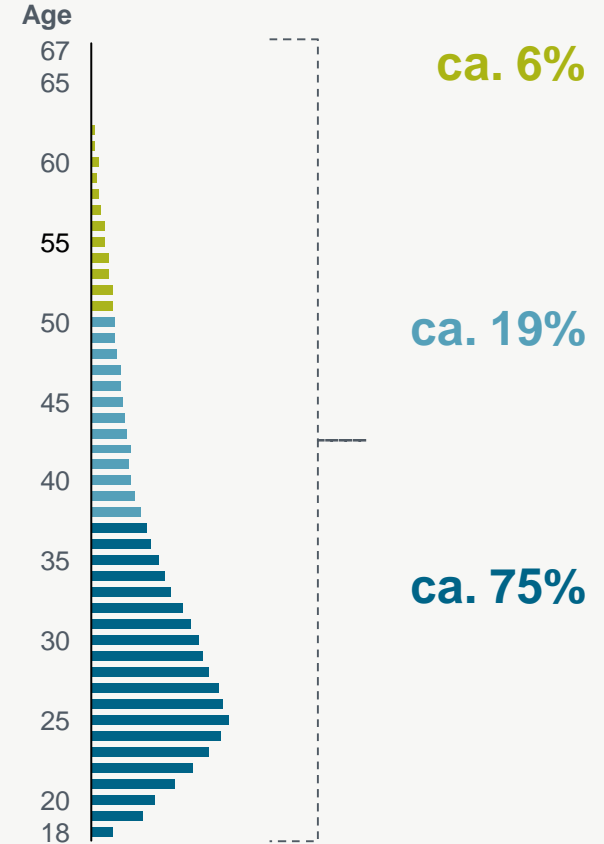
Siemens Workforce



Generation

- 24% Boomers (~1946-1964)**
 - Time scarcity
 - Technology nebulous
 - Restart career
- 35% Gen Xs (~1965-1977)**
 - Hit by boom & bust, blocked by boomers, passed by Ys
 - Financial pressure
 - Eldercare + childcare
- 41% Gen Ys (~1978-2000)**
 - More experienced soon
 - Prospects for advancement
 - Want to be good citizens & parents and learning how

Siemens New Hires



Source: Siemens AG; Data as of FY15; Cam Marston and Learning Communications; Oxygenz.com; IBM/Universum/EZI; Booz & company; FT 2009, HBR 09-10; CWLP

Diversity Employee Networks – important catalysts to foster inclusive and ownership culture

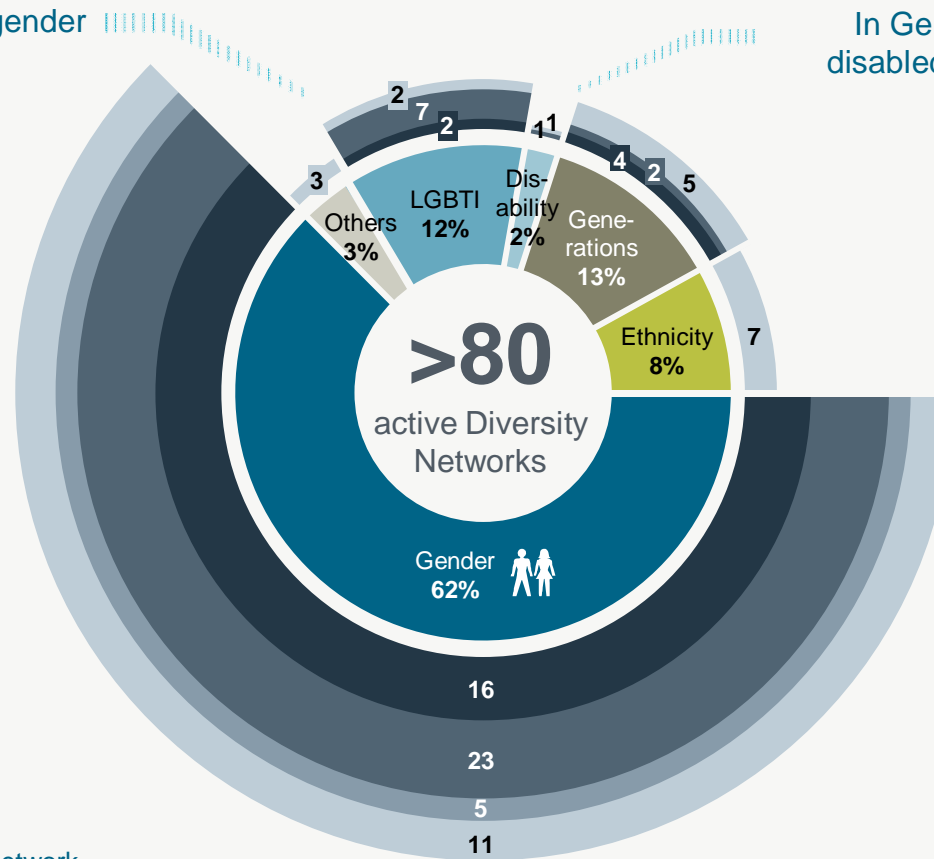
Lesbian, gay, bisexual, transgender colleagues have founded the [Pride Network](#)



Diversity Networks

are communities with employees representing specific diversity dimension(s), such as Employee Resource Groups, Affinity Groups or with activities strongly promoting Diversity

“Active” refers to regular and visible activities organized by the network



In Germany, 5990 disabled colleagues are working for Siemens



Siemens GREEN



- Americas
- Asia, Australia
- Germany
- Europe, C.I.S., Africa, Middle East (without Germany)

External recognitions and contribution of Siemens for Diversity

Since 2004,
Siemens has won

>100
Diversity-
related awards



Siemens is an official partner and member of **CATALYST**, **CHEFSACHE**, and charta der vielfalt

Source: Siemens AG; Data as of FY15

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