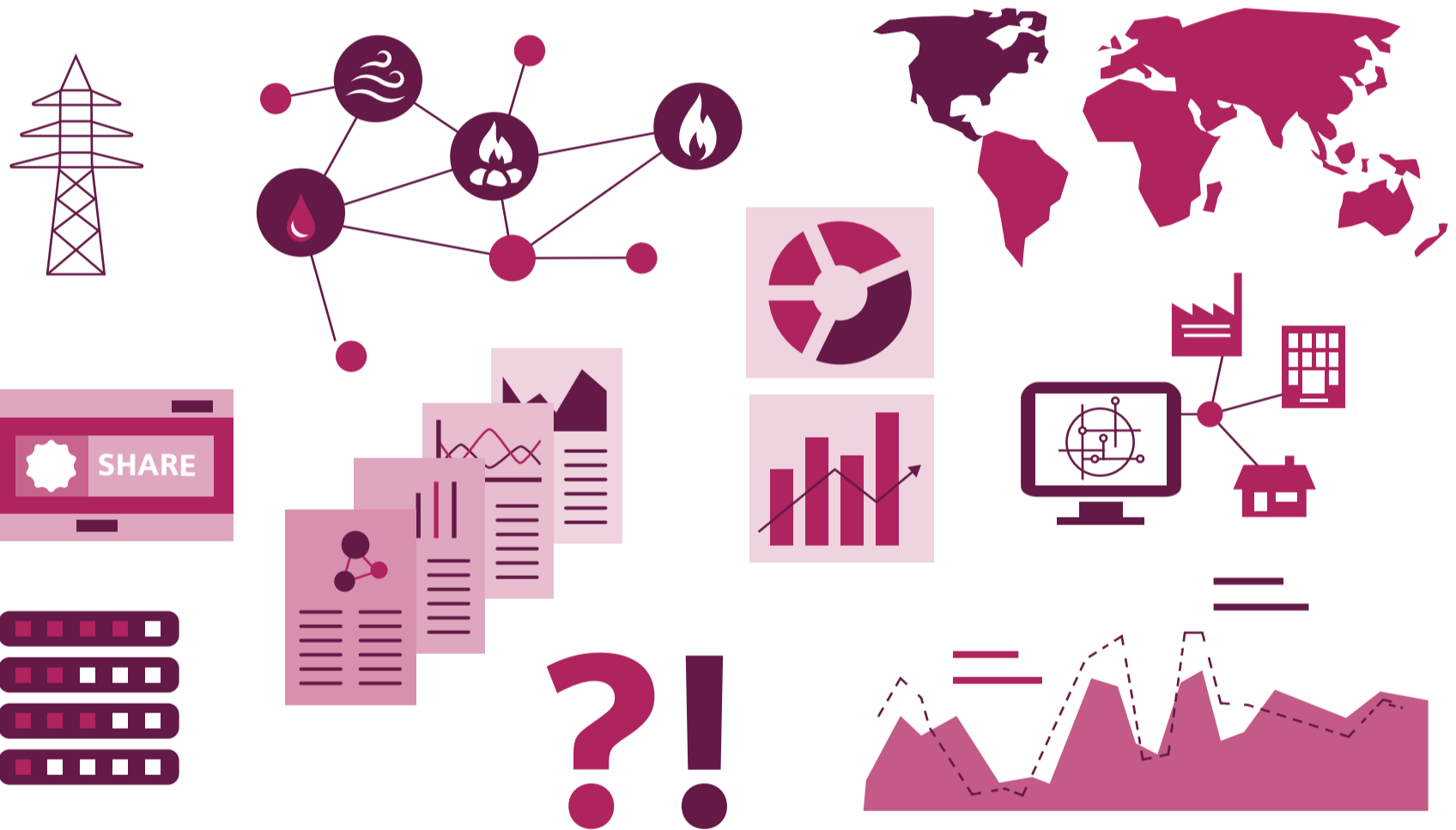


# Siemens Profit Sharing

## 1 Evaluation of fiscal year

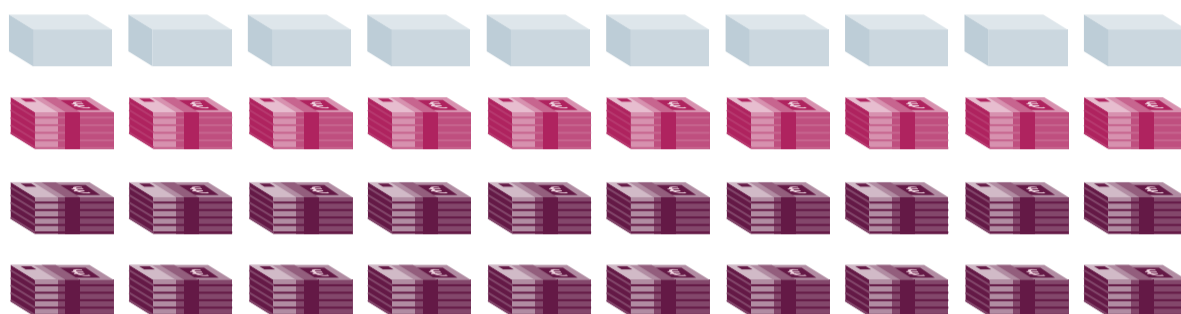


Based on the results for the fiscal year, each year, the Managing Board decides anew whether and up to what amount the pool will be funded.\*

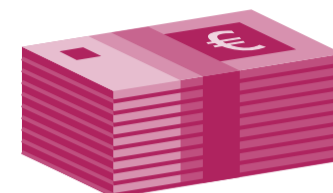
\* At the beginning of a fiscal year, the Managing Board of Siemens AG will decide whether and under what conditions Siemens Profit Sharing will be established for the current fiscal year and will set the underlying business-related performance targets (KPIs), if applicable.

# 2

## Amount of payment



**€100 million in 2016**  
**€200 million in 2015**



A sum of between €0 and €400 million can be funded into the pool per year.

# 3

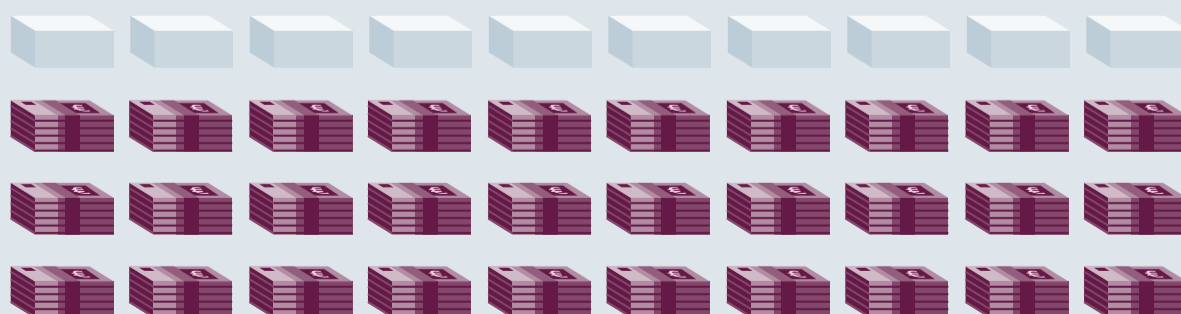
## Saving of the pool



**+ funding in 2017**

Pool may already contain funding from previous years.

**€400 million**



Funding through 2016: €300 million

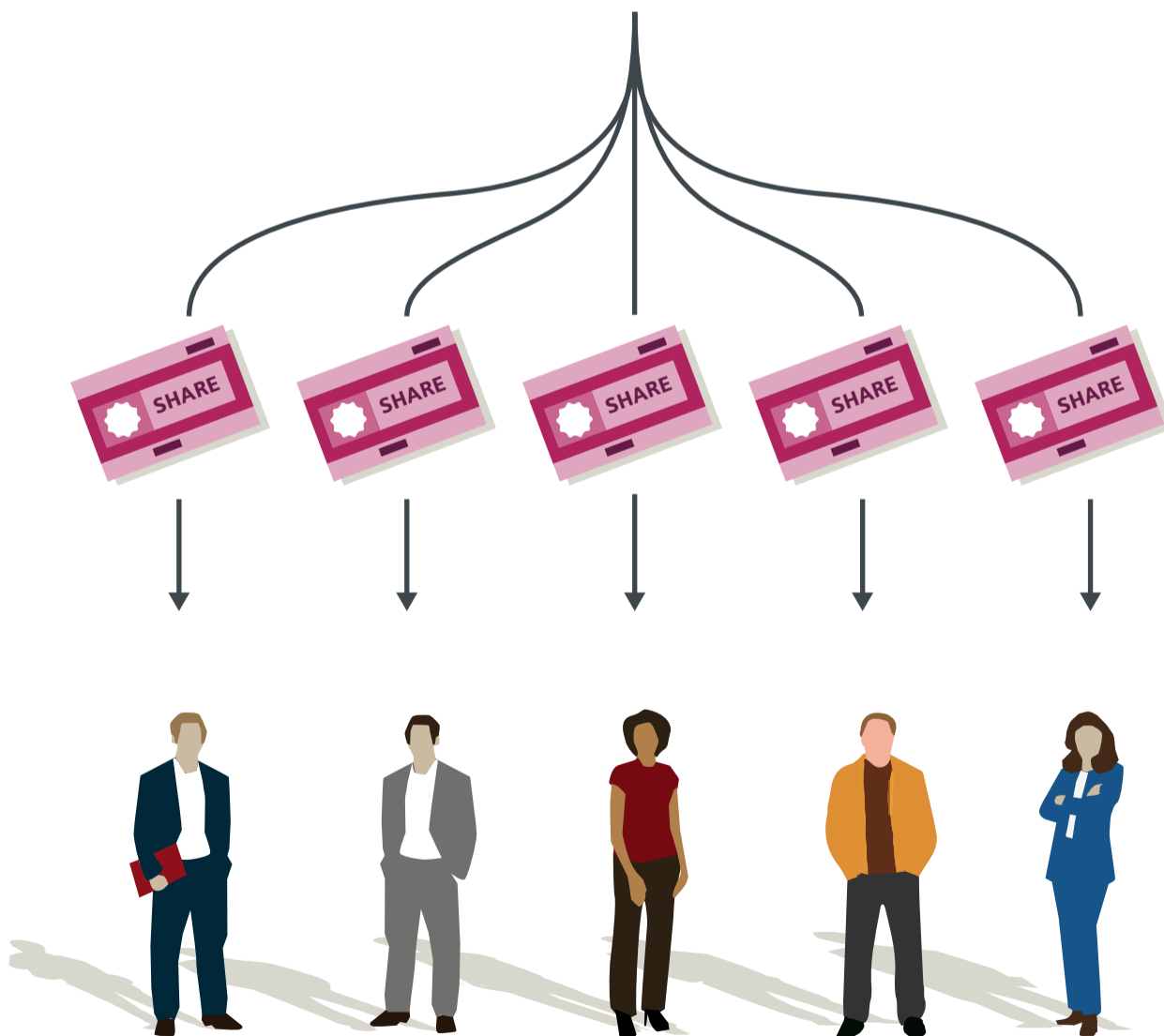
# 4

# Distribution (of part) of pool



Funding through 2017: €400 million  
Distribution to eligible employees  
in March 2018

**At or above  
€400 million**  
part or all of the pool  
will usually be distri-  
buted to employees,  
in principle in the  
form of shares. Any  
unused amount will  
remain in the pool for  
subsequent years.



Only employees  
below Senior  
Management  
level are eligible.\*