

# Diversity & Inclusion Fact Sheets

Siemens AG / 2020

HR PL ID

# The strategic importance of Diversity for Siemens



“In times of tremendous change it is more important than ever to seek for diversity & inclusion - diversity has become a business imperative. So be the change you want to see in the world like Gandhi said.

The beauty of diversity & inclusion is simple to describe: you get remarkable results, more innovations and with this it is a critical business driver and pushes digitalization. “

Natalia Oropeza

Chief Cybersecurity Officer & Chief Diversity and Inclusion Officer



## Globalization

- New trend of global market in the future: top-5 GDP ranks in 2030: CN, US, IN, BR, JP<sup>1)</sup>
- Preferred immigration countries: Germany at No. 4, after US, UK and CA<sup>2)</sup>
- >85% of Siemens global revenue outside HQ<sup>3)</sup>



## Competitive workforce market place

- Shortfall of 24 million professional workers in Europe by 2040<sup>4)</sup>
- Emerging talent markets: in Brazil, 70% of workforce <40 years, China 82%<sup>5)</sup>; 54% of graduates from Asia Pacific<sup>6)</sup>
- Women in BRIC make up 30-50% of the workforce<sup>7)</sup>



## Politics and regulations

- Women's quota in Germany: 30% women on the Supervisory Board, 25% on the Executive Board (2 out of 8)<sup>8)</sup>
- Diversity certificates as an important management tool, e.g. BBEEE<sup>9)</sup> in S. Africa



## New social developments

- LGBTI
- Culture and Race
- Disability
- Gen. Y embraces Diversity<sup>10)</sup>



## Demographic shift

- Working population will be worldwide reduced by 3-4% until 2050<sup>11)</sup>
- Multi-generations in the workplace



**The World  
and Diversity  
& Inclusion**

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 6<sup>th</sup>, 2015  
9) Broad-Based Black Economic Empowerment 10) Generational Diversity, C.d.V. 11) McKinsey Quarterly, Sep. 8<sup>th</sup>, 2014

# Diversity is a competitive advantage for Siemens

The Diversity definition at Siemens

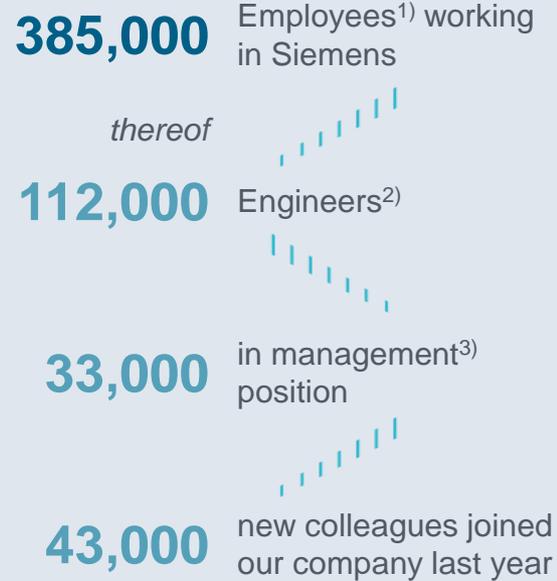
At Siemens,  
we value diversity as the  
inclusion and collaboration of  
different thinking, backgrounds,  
**experience, expertise** and  
individual qualities across  
all organizational levels  
and dimensions.



Source: Siemens AG

# Overview on Siemens workforce

## Worldwide



1) Headcount 2) Job family R&D, EN, IT, CS without Pos. Type Operations  
 3) Employees with personnel responsibilities  
 4) Exempt Salary Group ("Übertarifliche Mitarbeiter" in Germany)  
 Source: Siemens AG; HRL as of FY19

# Siemens unites people from 171 nations



We have colleagues from



**nationalities**

In Germany: **126**

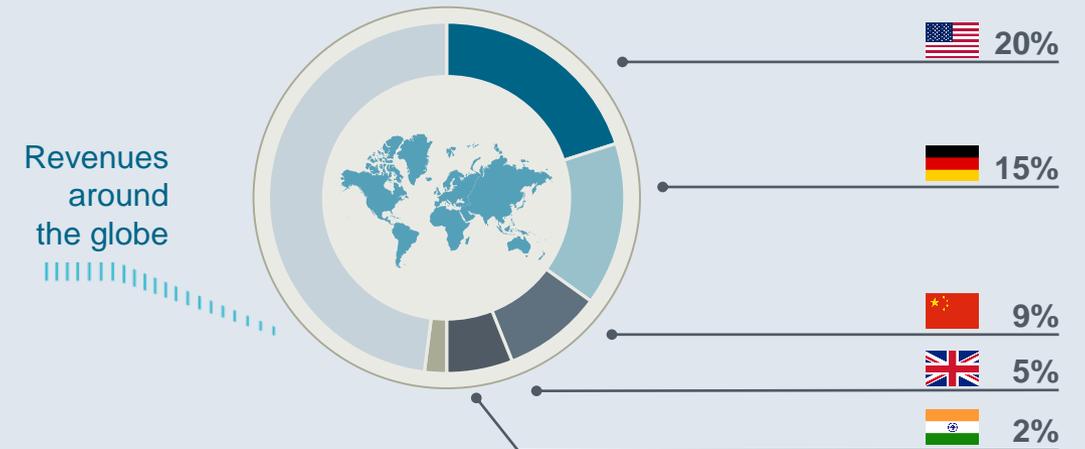
In UK: 94

In US: 76

In China: 42

In India: 28

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



In FY 2019, Siemens recruited talents from around



nationalities

1) Employees with personnel responsibilities  
Source: Siemens AG; HRL as of FY19

# Both genders contribute to Siemen's Ingenuity and Digitalization capability

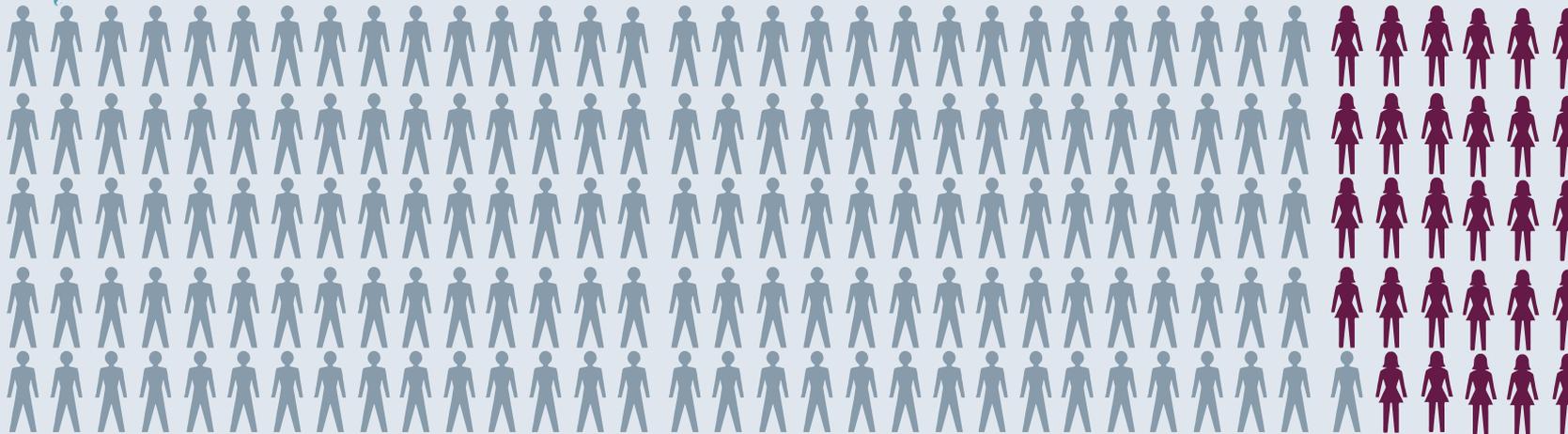


112T



86%

14%

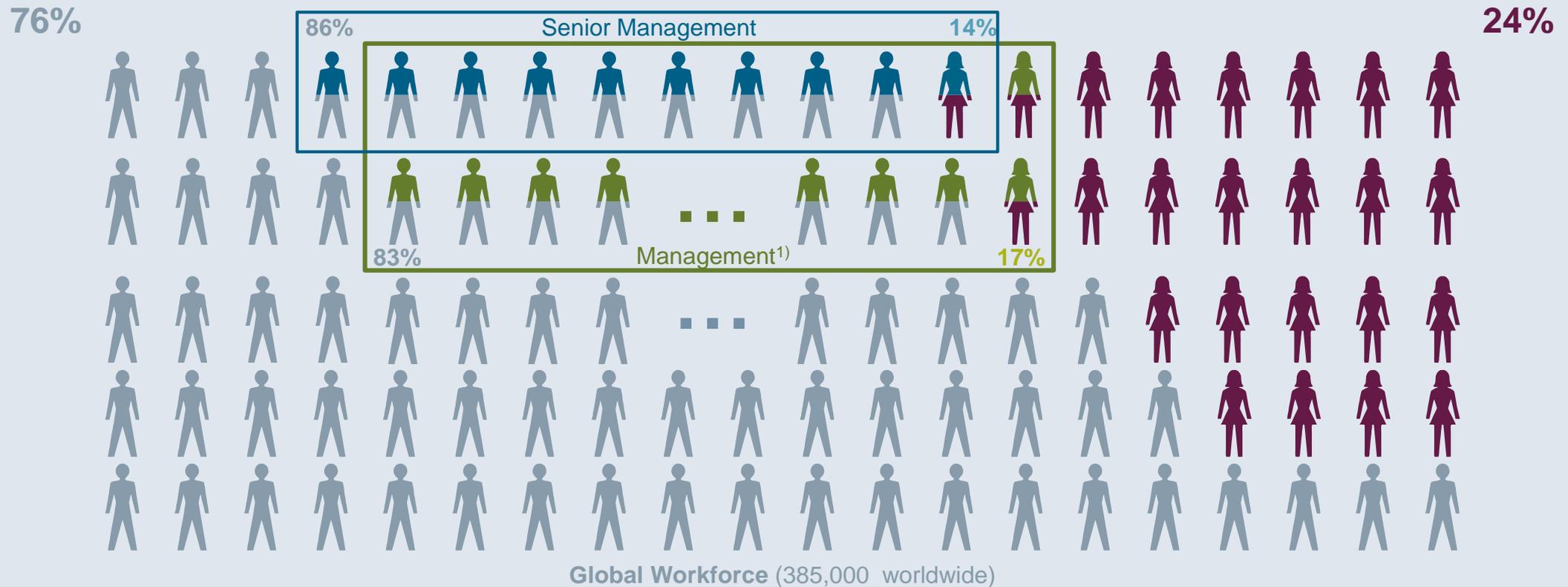


Ing.Frauenanteil Siemens Deutschland: 12%

Ing. Frauenanteil Siemens China: 19%

1) JF R&D, EN, IT, CS ohne Pos. Type Operations  
Source: Siemens AG; HRL as of FY19

# 24% of global workforce are women - There is a great need for improvement in management



The respective percentages of the Share of Women in Germany:  
Sr. Mgmt. 13%, Mgmt. 13%, All employees 23%

1) Employees with personnel responsibilities Source: Siemens AG; HRL as of FY19

# In Siemens, three distinguished generations work shoulder to shoulder

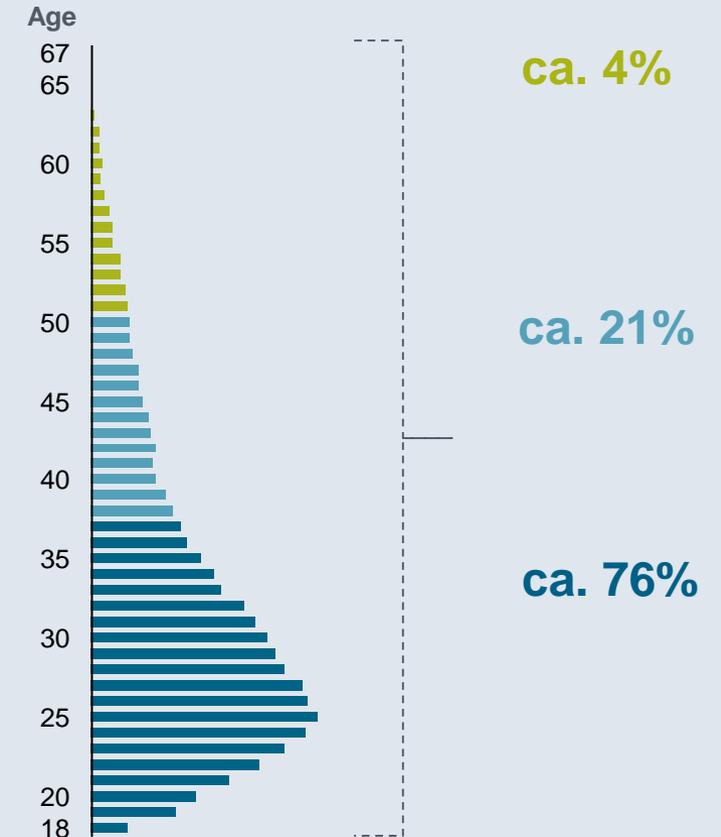
## Siemens Workforce



## Generation

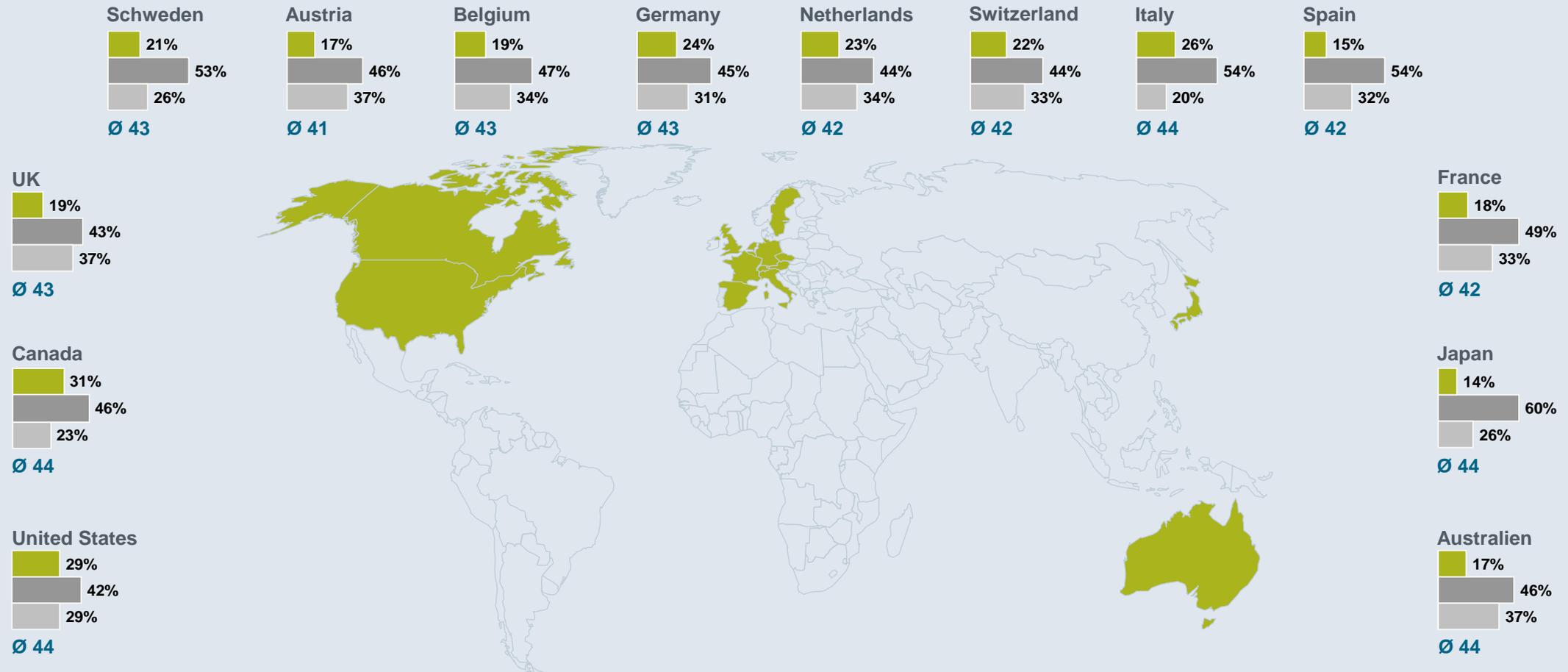
- 17% Boomers (~1946-1964)**
  - Time scarcity
  - Technology nebulous
  - Restart career
- 41% Gen Xs (~1965-1980)**
  - Hit by boom & bust, blocked by boomers, passed by Ys
  - Financial pressure
  - Eldercare + childcare
- 42% Gen Ys (~1981-2000)**
  - More experienced soon
  - Prospects for advancement
  - Want to be good citizens & parents and learning how

## Siemens New Hires



Source: Siemens AG; HRL as of FY19, Cam Marston and Learning Communications; Oxygenz.com; IBM/Universum/EZI; Booz & company; FT 2009, HBR 09-10; CWLP

# Siemens countries with significant share of Boomers

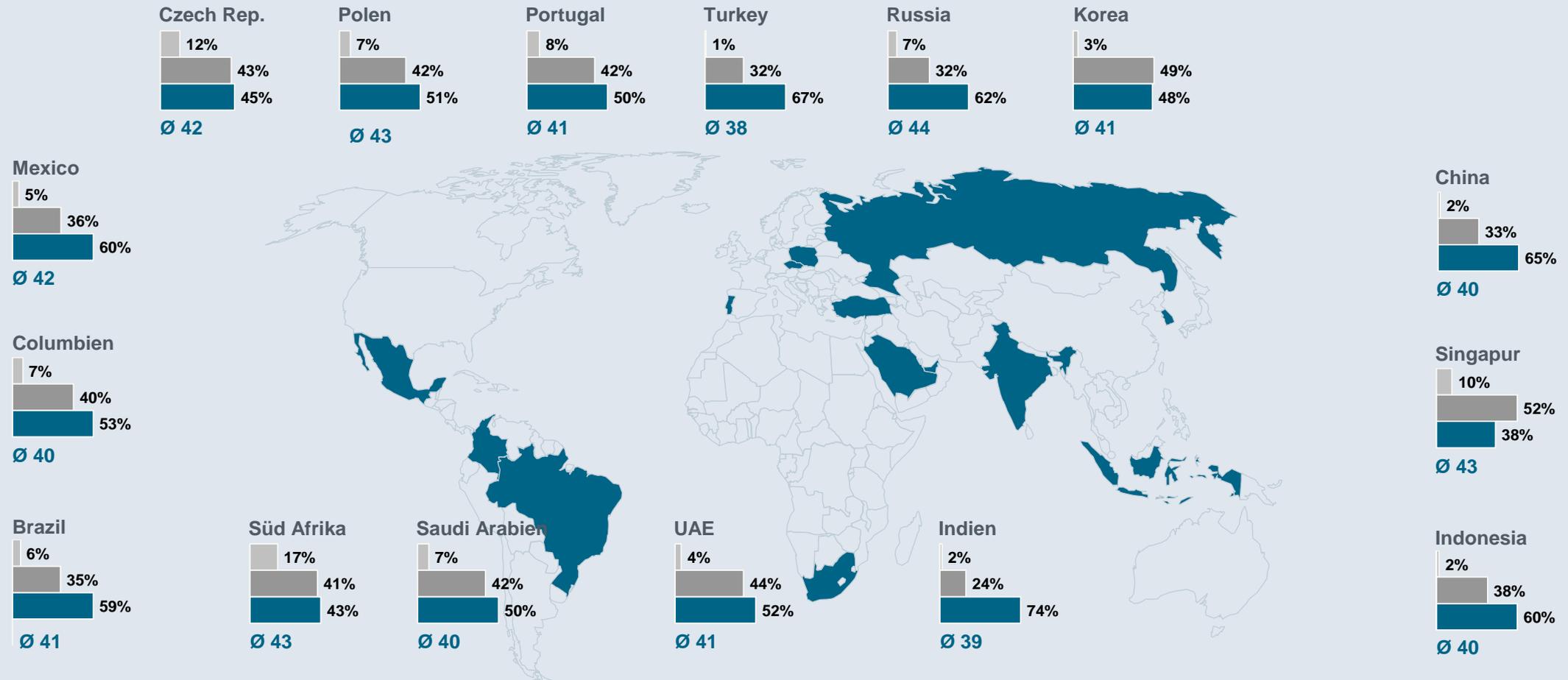


Source: Siemens AG; HRL as of FY19

Frei verwendbar © Siemens AG 2020

Ø = Average age    Boomer    Gen X    Gen Y

# Siemens Länder mit signifikantem Gen Y Anteil



Source: Siemens AG; HRL as of FY19

Frei verwendbar © Siemens AG 2020

Ø = Average age    Boomer    Gen X    Gen Y

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

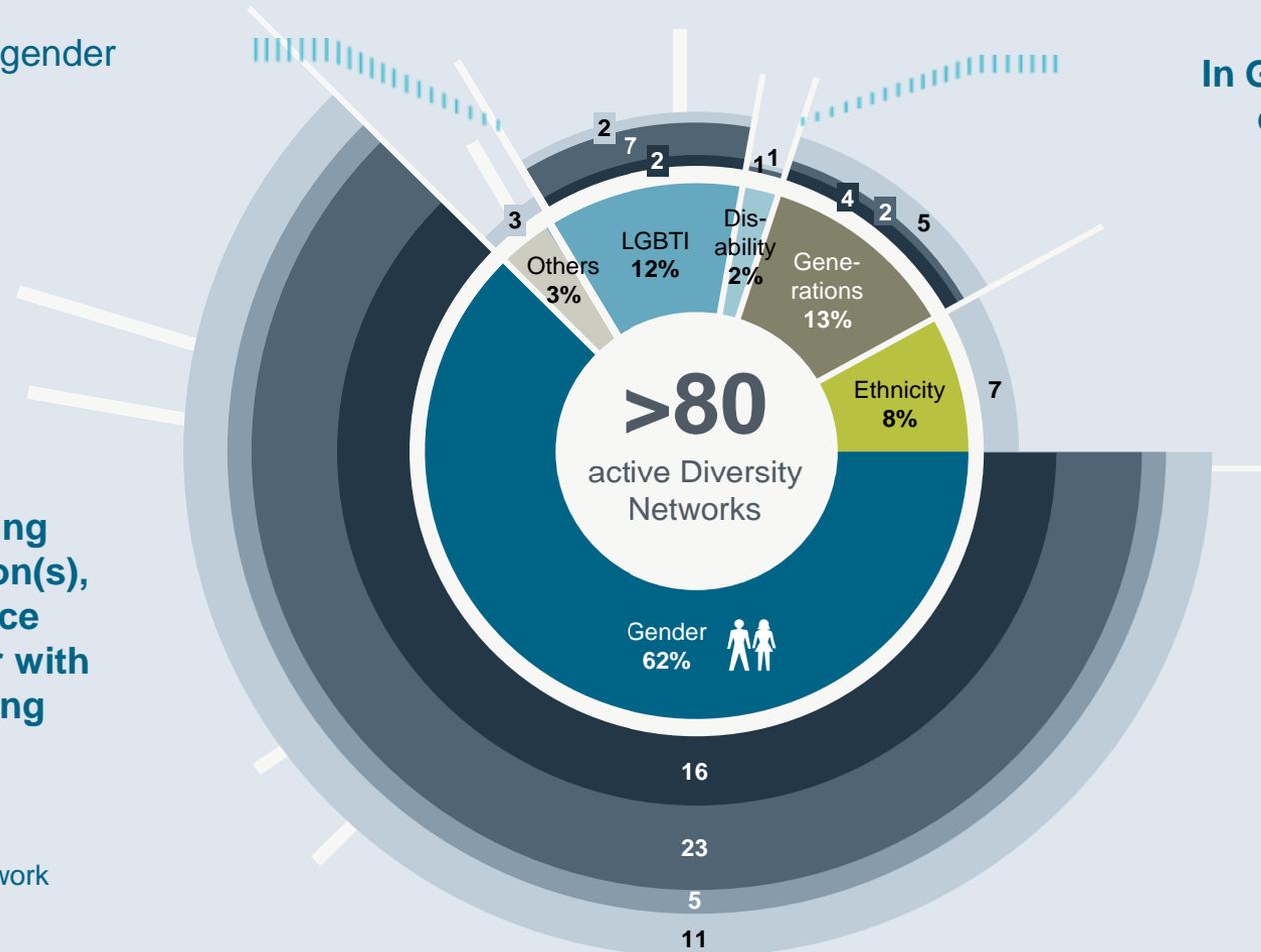
Lesbian, gay, bisexual, transgender colleagues have founded the **Pride Network**



## 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



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

Source: Siemens AG; Data as of FY17

# 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 **CHEFSACHE**, and charta der vielfalt

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